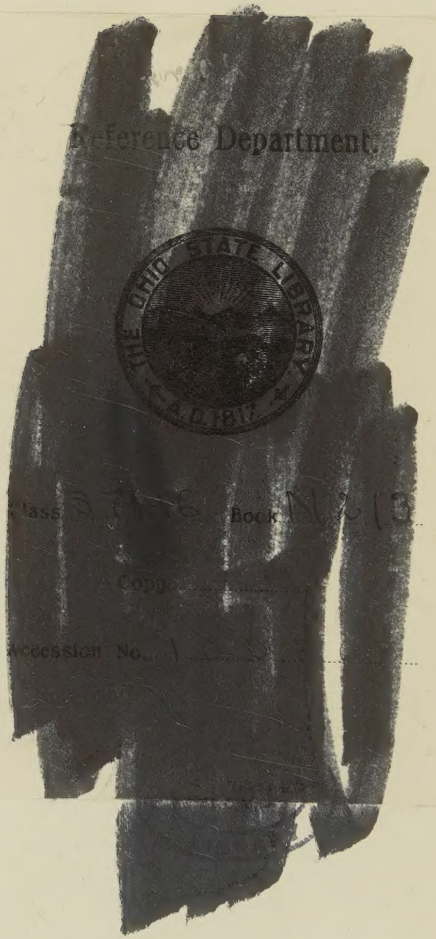
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NATIONAL EDUCATIONAL ASSOCIATION

Report of the Committee

ON

Salaries, Tenure, and Pensions of Public School Teachers in the United States

TO THE

National Council of Education
July, 1905

PUBLISHED BY THE ASSOCIATION
1905

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REPORT OF COMMITTEE ON SALARIES, TENURE OF OFFICE, AND PENSION PROVISIONS OF TEACHERS

MARCH 7, 1905.

To the Council of the National Educational Association:

At the meeting of your body, held July 8, 1903, the undersigned were appointed a committee to inquire into and report upon the Salaries, Tenure of Office, and Pension Provisions of Teachers in the Public Schools of the United States. The members of the committee were notified of this action by the Secretary of the association, in a communication dated September 24, 1903.

The committee met in the city of Washington, December 11, 1903, and completed its organization by the choice of Miss Anna Tolman Smith as secretary.

The committee assumed that it was the purpose of the Council to secure a collection of facts relative to salaries, tenure, and pensions of public school teachers which would be useful in various sections of the country in securing an adequate compensation for services where low salaries prevailed, and in furnishing information relative to the other matters designated in the authorization; that the Council intended to publish the facts for use wherever needed, and that it recognized that it would be impossible for the committee to make recommendations without specifying localities, a proceeding which would result in recommendations so complicated as in a measure perhaps to defeat the purposes of the investigation.

It was the opinion of the committee that the material which would necessarily be collected by a comprehensive investigation would be so extensive and varied as to require for its final classification and effective presentation the services of expert statisticians. To meet the purposes of the Council, therefore, the committee authorized the chairman to select and appoint a competent person to take active charge of the whole work, and in accordance with this action Mr. Charles H. Verrill, an expert statistician, was chosen and his choice approved.

A subcommittee was appointed to draft a schedule of inquiries relative to salaries, and another to make an investigation concerning teachers' pensions. In regard to the tenure of office, it was decided that ample material for information on this subject had already been accumulated by the United States Bureau of Education and could be placed at the disposal of the committee.

The general plan of the investigation is given in the introduction. In accordance with this general plan, the committee entered upon its active work

immediately after its organization, making a preliminary report at the meeting of the National Council at St. Louis, in July 1904. The final report of the committee is herewith submitted.

The introduction gives information in general relating to the scope of the inquiries and the measure of success accompanying them, and other explanatory facts necessary for a comprehension of the nature of the work and the report.

As is pointed out, a report of this character is not susceptible of satisfactory summarization. Its value lies in its fulness and correctness of detail suitable for any comparison of city with city which it is desired to make. The salaries of teachers in any given city must be studied in comparison with those of cities where conditions as to organization and cost of living are fully understood, and where all differences may thus be taken into consideration. This precludes any specific recommendations by the committee based upon the data it has collected.

In connection with this report on the salaries of teachers it should be observed that the salaried employee is always at a disadvantage in periods of prosperity and high prices, as salaries are much slower to advance than prices or wages. The salaried employee with a stationary income must not only pay the higher prices, but he almost of necessity follows his neighbor, more fortunate in an increased income from the prosperous times, in an indulgence in larger expenditures. Salaried employees must live according to the standard of those around them, and this is especially true of teachers. All their social life is in the public view, and the public has a peculiar interest in the maintenance of their social position. This condition again precludes any specific recommendations, as environment in different localities must be considered. So any recommendation of a general character might have no application in particular localities, altho the facts presented might be of the utmost importance and have great influence in securing an equitable readjustment of compensation.

One of the most striking developments of recent years in connection with city schools is in the exacting nature of the requirements for teachers. Such requirements are becoming more and more severe. The idea that any high-school graduate can teach school has quite generally been succeeded by the conviction that no person, however well educated generally, can properly teach without special preparation for that duty. The higher standards which are being insisted upon for the teachers must lead logically to better compensation. The inadequacy of the salaries in some of the cities, as shown by this report, after the training that is necessary to secure the positions, has been used successfully as an argument for their increase, and in some cities it has been admitted where financial reasons have stood in the way of granting an advance.

The data collected, classified and presented herewith will, it is hoped, help in different localities to secure salaries adequate to meet the new require-

ments, or they will at least furnish arguments for compensating teachers according to the requirements demanded.

The committee desires to express its gratitude to and approval of the services of Mr. Charles H. Verrill and his associates in carrying out its directions.

The report is more voluminous than it was expected it would be, but when it is known that the facts collected relating to salaries represent 85 per cent. of the cities and towns of 8,000 or more inhabitants, and a vast deal of information from typical towns of less than 8,000, and from representative rural districts, the size of the report must be considered as within reason, and necessary for the proper presentation of the facts collected.

CARROLL D. WRIGHT, *Chairman.*
ANNA TOLMAN SMITH, *Secretary.*
E. G. COOLEY.
CATHARINE GOGGIN.
FRANKLIN H. GIDDINGS.
R. H. HALSEY.
WILLIAM MCANDREW.

INTRODUCTION

The subjects of study which the investigations of the Committee on Salaries, Tenure, and Pensions of Teachers were planned to cover were the following:

1. Actual salaries paid in all cities and towns of 8,000 population or over.
2. Fixed salary schedules in cities and towns of 8,000 population or over, wherever such schedules have been adopted. These schedules are given in comparison with actual salaries as shown by the payrolls.
3. Salaries in typical towns of less than 8,000 population.
4. Salaries in typical ungraded rural schools.
5. The nature of the fund or appropriation from which teachers' salaries are paid (i. e., whether a special salary fund, not subject to diminution from the fluctuation of other expenditures, or drawn from a general educational fund).
6. Earnings in teaching and in other occupations.
7. Purchasing power of salaries in different localities.
8. Tenure of office of teachers.
9. Pensions of teachers.

The investigation of salaries being the basis of the whole inquiry and the most complicated part of it, the efforts of the committee were especially directed toward securing as complete salary data as possible. In this portion of the investigation the results of the requests of the committee for data for its report were extremely satisfactory.

The inquiries relating to cities and towns of 8,000 or more inhabitants called upon the city superintendents or other officials for the complete salary list of teachers and supervising officers at some recent date, the fixed salary schedule governing salary rates (if such schedule had been adopted), and the

other facts in regard to tenure of position and pensions. The superintendents have for the most part co-operated heartily in the work, and the thanks of the committee are due them for valuable aid.

In answer to the inquiries, out of 547 cities and towns of 8,000 or more inhabitants, 467, or 85 per cent., representing 92,892 teachers, responded with practically full statements as to the salaries of teachers. In addition to this, reports giving salaries of a part of the teachers were secured from 25 other cities or nearly 5 per cent., while from 55 cities (only 10 per cent. of the whole) it was not possible to secure data, although application was repeatedly made.

The data sought from typical towns of less than 8,000 inhabitants were similar to those sought from the cities and towns of 8,000 or over. Each state superintendent of schools was asked to secure the data from three typical towns of less than 8,000 inhabitants, one of which required the minimum expenditure for cost of living, one a medium expenditure, and one a maximum expenditure.

With regard to salaries in rural schools, each state superintendent was asked to secure for the committee data from twenty-four ungraded rural schools in his jurisdiction, eight to represent the lowest, eight the medium, and eight the highest yearly salaries paid to teachers of rural schools.

As this information in regard to salaries in typical towns and in rural schools had to be gathered in most cases by the state superintendent by correspondence, not as large a per cent. of the data sought for was obtained as in the case of the cities. However, satisfactory reports covering both these classes of schools were received from a little more than half the states, and with some supplementary statistics which are included in this report every part of the country would seem to be fairly well represented.

It will be of some interest in this connection to consider the field of these three classes of schools. Some general idea of their relative importance may be gained from the statistics of population.

The cities and towns of 8,000 inhabitants or over, according to the census of 1900, numbered 547, and included a population of nearly twenty-five millions, or 33.1 per cent. of the total population of the United States. The Census Bureau estimates of 1903 covering the 438 cities and towns of 10,000 or over showed an increase over 1900 in those cities and towns of 1,759,620, or 7.3 per cent.

The population dependent upon the ungraded rural school can not be accurately stated. The number of farm families is perhaps some indication of the number of those having access to ungraded rural schools only, though certainly some of those living on farms do have access to graded schools. And this is especially true since the spread of the consolidation plan and the transportation of pupils in country districts.

On the other hand, it is certain that for some portion of the population not living on farms nothing better than the ungraded rural school is available. For example, only 39.8 per cent. of the families of Wisconsin were reported by

the Census Bureau as farm families, yet according to a report of a committee of the Wisconsin Teachers' Association, "over 50 per cent. of the pupils of the state are enrolled in the ungraded schools, and fully 10 per cent. more in the two-department graded schools, which, so far as the quality and quantity of the instruction is concerned, are little, if any, better than the ordinary rural schools." In Texas only 58 per cent. of the families in the state were reported as farm families by the Census Office, but according to the report of the state Board of Education for 1902, 89 per cent. of the pupils enrolled in the schools of the state were in ungraded schools, not, however, all rural.

The number of families living on farms in 1900, according to the Census Bureau, was 5,698,901, or 35.2 per cent. of all families in the United States. The relative importance of the farm population in the various states is given in the following table as some indication of the importance of the country school in each state:

PERCENTAGE OF FAMILIES LIVING ON FARMS IN THE UNITED STATES IN 1900 BY STATES

State	Per cent of Families Living on Farms
North Atlantic States	
Maine	35.0
New Hampshire	28.9
Vermont	40.4
Massachusetts	5.9
Rhode Island	6.0
Connecticut	13.1
New York	13.9
New Jersey	8.5
Pennsylvania	17.1
Total	14.6
South Atlantic States	
Delaware	24.5
Maryland	19.4
District of Columbia	0.5
Virginia	46.8
West Virginia	50.8
North Carolina	60.5
South Carolina	56.7
Georgia	48.6
Florida	35.0
Total	45.7
South Central States	
Kentucky	53.7
Tennessee	56.2
Alabama	58.0
Mississippi	69.3
Louisiana	40.1
Texas	58.0
Indian Territory	62.1
Oklahoma	72.6
Arkansas	66.4
Total	57.9
North Central States	
Ohio	29.7
Indiana	38.7
Illinois	25.3
Michigan	36.9
Wisconsin	39.8
Minnesota	44.5
Iowa	46.5
Missouri	43.2
North Dakota	68.2
South Dakota	62.2
Nebraska	52.9
Kansas	51.9
Total	38.2
Western States	
Montana	24.9
Wyoming	29.5
Colorado	19.4
New Mexico	28.3
Arizona	24.7
Utah	34.8
Nevada	19.3
Idaho	45.8
Washington	30.0
Oregon	39.6
California	20.8
Total	26.3
The United States	35.2

As will be seen from the above table, the per cent. of the families living on farms varies widely, Massachusetts having only 5.9 per cent., while Oklahoma has 72.6 per cent.

Accepting the foregoing figures as indicative, there remains somewhat less than one-third of the population living in cities, towns, or villages of less than 8,000 and having access to the graded and ungraded schools of such places.

This included, in 1900, 612 places of from 4,000 to 8,000 inhabitants, 604 places of from 2,500 to 4,000, 2,130 places of from 1,000 to 2,500, and 6,819 incorporated places of less than 1,000, besides a considerable number of unincorporated places up to 4,000.

In the pages which follow the subjects of the investigation are taken up in order, as already enumerated.

SALARIES OF TEACHERS IN CITIES AND TOWNS OF 8,000 POPULATION OR OVER

First in importance of the subjects taken up for investigation by the committee was that of salaries of teachers in cities and towns of 8,000 population or over. As has been stated already such cities and towns in the United States number 547 and employ nearly 100,000 teachers. From 492 of these, or 90 per cent., salary data more or less complete were secured, and for 467, or 85.4 per cent., complete reports were received. So far as teachers are concerned, the data were even more nearly complete than these figures would indicate, for the cities from which no information could be secured were for the most part small. The distribution by size of city, both of those from which reports were secured and of those from which no information is at hand, may be seen in the following table:

CITIES AND TOWNS IN THE UNITED STATES OF 8,000 POPULATION OR OVER FROM WHICH SALARY REPORTS WERE OBTAINED, CLASSIFIED BY POPULATION

Cities with a Population of—	Cities Furnishing Full Reports	Cities Furnishing Partial Reports	Cities Furnishing no Reports	Total Cities
1,000,000 or over	3	..	..	3
200,000 to 1,000,000	16	..	..	16
100,000 to 200,000	20	..	..	20
50,000 to 100,000	38	4	1	43
30,000 to 50,000	58	4	3	65
20,000 to 30,000	74	3	8	85
15,000 to 20,000	60	2	8	70
10,000 to 15,000	110	4	22	136
8,000 to 10,000	88	8	13	109
Total	467	25	55	547

The cities from which only partial reports could be obtained and those from which no reports could be obtained are shown in the two lists following:

CITIES FROM WHICH ONLY PARTIAL REPORTS IN REGARD TO SALARIES OF TEACHERS COULD BE OBTAINED

ALABAMA.—Mobile.
ARKANSAS.—Little Rock.
CONNECTICUT.—Danbury, Hartford, Stonington.
GEORGIA.—Brunswick.
ILLINOIS.—Kewanee.
INDIANA.—Vincennes.
IOWA.—Council Bluffs, Des Moines.
KENTUCKY.—Lexington.
LOUISIANA.—Baton Rouge.
MICHIGAN.—Flint.
MINNESOTA.—St. Cloud.
MISSISSIPPI.—Meridian.
MONTANA.—Anaconda.
NEW HAMPSHIRE.—Berlin.
NEW JERSEY.—Orange.
NEW YORK.—Binghamton.
OHIO.—Middletown.
PENNSYLVANIA.—Steelton.
SOUTH CAROLINA.—Charleston.
TEXAS.—Dallas, Houston, Paris.

CITIES FROM WHICH NO REPORTS IN REGARD TO SALARIES OF TEACHERS COULD BE OBTAINED

CONNECTICUT.—Manchester, Norwich.
FLORIDA.—Pensacola, Tampa.
GEORGIA.—Macon.
ILLINOIS.—Moline, Pekin, Quincy.
INDIANA.—Elwood. Jeffersonville, South Bend.
KENTUCKY.—Newport.
MAINE.—Augusta, Biddeford, Portland.
MARYLAND.—Cumberland, Hagerstown.
MICHIGAN.—Alpena, Ishpeming.
MINNESOTA.—Stillwater.
MISSISSIPPI.—Vicksburg.
MISSOURI.—Jefferson City.
NEW JERSEY.—Hackensack, Millville.
NEW YORK.—Glens Falls, Mt. Vernon.
NORTH CAROLINA.—Charlotte, Raleigh, Wilmington, Winston.
NORTH DAKOTA.—Fargo.
OHIO.—Bellaire, Findlay, Lancaster, Piqua, Springfield.
PENNSYLVANIA.—Dunmore, Nanticoke, Pittston, South Bethlehem.
RHODE ISLAND.—Lincoln.
SOUTH CAROLINA.—Greenville.
SOUTH DAKOTA.—Sioux Falls.
TENNESSEE.—Clarksville, Jackson.
TEXAS.—Denison, Palestine.
VIRGINIA.—Alexandria, Lynchburg, Manchester, Petersburg.
WISCONSIN.—Kenosha, Merrill, Stevens Point.
WYOMING.—Laramie.

The salaries reported from all these cities have been tabulated and the tabulations are presented in the following pages. The salary data relating to the more important classes of teachers, namely, superintendents, principals and teachers in high schools, principals and teachers in elementary schools, and supervisors and teachers in kindergartens, are shown in detail in a series of four general tables. In these tables the cities are arranged according to size as regards population, running from the largest to the smallest. The titles of these four general tables are as follows:

Table I.—Number and minimum, maximum, and average yearly salaries of principals and teachers in high and elementary schools and kindergartens.

Table II.—Classified yearly salaries of teachers (not including principals) in high schools.

Table III.—Classified yearly salaries of principals of elementary schools.

Table IV.—Classified yearly salaries of teachers (not including principals) in elementary schools.

In connection with Table I, the population, the total number of teachers and supervising officers, and the salary of the superintendent are given for each city. The titles of the other tables fully describe their contents. It will be noticed that while in Table I the minimum and maximum and the average of all salaries are given for each class of teachers, in Tables II, III, and IV the number of teachers receiving each salary rate is shown, the salaries being classified in $50 and $100 groups. The number of teachers in receipt of each rate in each city can thus be seen and the percentages can easily be calculated. In the averages of course due weight is given to all salaries, the exceptionally high, the exceptionally low, and the medium. In many cities a large percentage of the teachers receive salaries much below the average and these facts, shown in Tables II, III, and IV, will be studied by many with greater interest than the averages, for it is in these groups that the great number of inadequately paid teachers are found.

With regard to the whole tabulation some explanation of method seems desirable.

Thruout this series of tables the salaries have been presented for high

and elementary schools and kindergartens and for principals and teachers therein separately. Male and female teachers are also in all cases shown separately as well as in combination.

The purpose of the tabulation is to show the rate of pay in the various cities for like service, so far as possible. An average for teachers of all kinds, either of both sexes or for males and females separately, has not been made because it would represent work not sufficiently well defined. It would include, in the case of males, for example, the superintendent at the one end of the scale and the grade teacher, with a salary perhaps as low as $350, at the other end. In the case of women teachers the extremes of pay and of responsibility would not be so far apart, but would still be very widely different. Furthermore, such an average would be made up of quite different elements in the various cities. For example, in Boston we should find that 10.5 per cent. of the total number of teachers were employed in high schools and that the salaries for all high school teachers (including principals) were 90.6 per cent. above those for teachers (and principals) in elementary schools. In St. Louis and Baltimore, on the other hand, cities of almost exactly the same size, the percentages of teachers in high schools were respectively 6 and 6.1. If cities within the same state are compared similar differences will be found to exist.

In the series of tables showing salaries of teachers and principals in high and elementary schools, principals and teachers have been presented separately. The principals of high schools are a distinct class, receiving a salary usually much higher than even the maximum paid the teachers under them, and for a work quite different—the work of supervision. Even in the smaller city, where the principal is engaged in teaching as well as supervision, the difference in salary is still large, though it is not so great as in the large city. In the 16 cities of the country having a population of 200,000 but less than 1,000,000, it was found that the average salary of principals of high schools was $2,685, while that of the teachers was only $1,230. The average for the two classes combined was $1,287. In the 57 cities of from 15,000 to 20,000 population having principals of high schools and reporting the salary, the average salary was $1,464, while that of the teachers was but $803. The average for the two classes combined was $874. It will thus be seen that to present the average for the two classes as representing teachers (including principals) in high schools would be to represent both classes unfairly. Moreover a very important point would be covered up. In the cities just referred to it is noticed that the number of teachers to each principal varied widely. In Pittsburg, for example, there is but one principal to 64 teachers, while in Milwaukee 61 teachers are supervised by 4 principals.

Supplementary to the separate averages for salaries of principals and teachers, figures for the two combined are of value. It is a fair question whether some of the differences in salaries in the various cities may not be due in part to differences of organization—whether a lower salary paid to the teacher may not be from better supervision and therefore less responsibility on the part of

the teacher. This question could be satisfactorily answered, of course, only after a careful personal study of the system in each city. Some light, however, might be thrown upon the subject by an examination of the number of principals and teachers in each case.

As to the principals and teachers in elementary schools the case is much more complex. In several of the large cities a principal (sometimes called a supervising principal, a district principal, a group principal, or merely a principal) has charge of a group of schools in a district, and an assistant or vice principal has charge of each building so far as discipline is concerned, but with no supervisory duties in regard to instruction. In other cities assistant superintendents may perform duties like the supervising principals above and in many cities the principal has exactly the duties and responsibilities of the vice principals just referred to. In Washington, for example, principals of elementary schools teach a class and have nothing to do with the supervision of the instruction of other teachers. Not infrequently, and usually in the smaller cities, teachers in one of the higher grades serve also as principals, and the salaries of principals of the smaller buildings are less than the maximum paid teachers. The line between teachers and principal is not always distinct. When we undertake a comparison of city with city, we find, just as in the case of high schools, that differences in methods of organization and supervision may require twice as many principals in one city as in another with the same number of teachers.

In spite of these difficulties, it has seemed that a better definite idea of salaries paid teachers and principals would be had if the two classes were presented separately, and this has been done in Table I. To make possible comparisons of salaries of principals and teachers combined, the necessary averages have also been computed and are presented in a special text table.

Teachers in elementary schools, as used in the tabulations, include in general only regular teachers in day schools. But there are quite a number of cities where positions below that of principal and above that of regular teacher have been created with special titles and responsibilities and with salaries at least somewhat above those of regular teachers. Such positions are variously designated as vice or assistant principals, head teachers, first assistants, heads of departments, masters (headmaster being the principal), submasters, etc. All such have been tabulated as teachers, but if the salary was above the maximum paid to regular teachers, note was made of the fact with the average salaries, so that separation may be made by any one desiring it.

In a few cities, also, teachers of German employed regularly in the elementary schools and paid practically the same rates as other elementary teachers are included with elementary teachers, note being made of the fact. Among such cities are Cincinnati, Milwaukee, Buffalo, and Indianapolis.

Cadet or pupil teachers have not been included with regular elementary teachers in the tabulations. Substitutes, unless on an annual salary equal to the minimum for regular teachers, have also been omitted, as have teachers on leave of absence, found in a few cities only.

Teachers in kindergartens are not included with elementary teachers, unless so noted, and in no case has such combination been made except where so reported and separation could not be made. Teachers in kindergartens, it will be seen, are usually paid on a lower schedule than regular grade teachers.

Teachers in evening schools are not included in the statement for elementary schools, nor are teachers in special schools, such as schools for the deaf and dumb, schools for the blind, schools for truants, schools for backward children, etc.

Supervisors and teachers of special branches are not included in the general tables, but are shown separately further along in this report.

Thruout these tables all salaries are given by the year. It makes a comparison, to be sure, of the yearly salaries of teachers regardless of the weeks of actual work the teacher may do, although it is not to be supposed that the teacher can expect the same yearly compensation regardless of whether the school year is 30 weeks or 40 weeks. But the teacher, it must not be forgotten, teaches to secure a living for twelve months. If the sum paid for the work of teaching is not sufficient for a year's support, and especially if the vacation is long, the teacher must seek out other means of gaining a livelihood. Such employment is sure to be at the expense of the school work. It inevitably divides the interest of the teacher in the work of the school, or the teacher is called away from the work entirely, and a new teacher with each new year or oftener is the result.

The school authorities can unquestionably hire teachers at very low rates by the month, and pay for only the number of months desired, but such a policy, whether in city or country schools, is a sacrifice, not of the interests of the teachers primarily, but of those of the pupils. Experience in a teacher adds as greatly to the value of the services rendered as in any skilled occupation, for in spite of some salary statistics here shown which might be looked upon as evidence to the contrary, teaching must be regarded as a skilled occupation. If the teacher with his experience is to be retained in the profession he must receive a sufficient remuneration for the necessary expenses of a living, not for eight or nine months, but for the entire year.

In the cities from which the salary reports were secured the weeks of school in the school year varied but little, if a few cases be excepted. Thus, out of 449 cities reporting in regard to the matter, only 12 cities, or less than 3 per cent. reported a school year shorter than 36 weeks, while 172 or 38.3 per cent. had 40 weeks and 137 or 30.5 per cent. had 36 weeks. In 6 cities the school year was 37 weeks, in 86 cities 38 weeks, and in 28 cities 39 weeks. In 8 cities a year longer even than 40 weeks was reported.

In a study of the salaries of teachers two bases for comparison suggest themselves, neither of which is entirely satisfactory. A comparison for cities according to size will bring together the city with a high cost of living and that with a low cost of living. A comparison according to location will bring together cities differing much in size and with a wide variation also in cost of living. Some of the smaller cities near by the great cities of the country, notably those

close to New York, Philadelphia, and Boston, pay salaries much higher than cities of the same size in other parts of the same state. Therefore, while the comparison most naturally thought of is one between cities of approximately the same size, consideration should also be given, in a general way at least, to the matter of living conditions in the cities compared. Satisfactory comparisons, then, can only be made city by city, and with some general knowledge of conditions in the cities to be compared.

As has already been stated, the cities are arranged in the general tables in the order of size as regards population running from largest to smallest For purposes of study the cities have been divided into nine groups according to population, and summary tables made showing totals and averages for each group. These groups and the number of cities in each group have already been given. This grouping, it is realized, is purely arbitrary, as a city of 19,000 population might just as properly be compared with one of 20,000 as a city of 21,000 could be. But for any study by summaries some such grouping appears necessary, and the one used here seems entirely fair.

The number of cities covered by the summary tables which follow is 467, the number of those from which full reports as to salaries were received. In Tables I to IV, where salaries are shown more in detail, those cities from which partial reports were received are also included.

The summary tables which have been made number seven, and are as follows:

The first (Table A) summarizes for each group of cities the facts shown more in detail in Table I.

The second and third (Tables B and C) summarize Table II and show, respectively, for each group of cities and the United States the number and per cent. of high-school teachers (not including principals) in each salary group.

The fourth and fifth (Tables D and E) summarize Table III and show, respectively, for each group of cities and the United States the number and per cent. of principals of elementary schools in each salary group.

The sixth and seventh (Tables F and G) summarize Table IV and in like manner show, respectively, for each group of cities and the United States the number and per cent. of teachers (not including principals) of elementary schools in each salary group.

An examination of the first of the following summary tables (Table A) shows that the total number of teachers and supervising officers in the 467 cities and towns furnishing full reports in regard to the salaries of the principal classes of teachers was 92,892. Of this number 70,230 or 75.6 per cent. were teachers (not including principals) in elementary schools, and all except 1,500 of the latter number were women. That is to say, the women teachers in elementary schools constitute 74 per cent. of the entire number of persons employed either as teachers or in supervisory positions in connection with the schools of these 467 cities. High-school teachers (not including principals) make up 8,023 or 8.6 per cent. of the whole number and principals of elementary schools 6,213 or 6.7 per cent.

TABLE A.—NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED, IN HIGH AND ELEMENTARY SCHOOLS, BY GROUPS OF CITIES

Cities with Population of—		Number of Cities Reporting	Number of Teachers and Supervising Officers	High Schools						Elementary Schools					
				Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
				No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary
1,000,000 or over	M	..	.....	34	$3,788	553	$1,886	587	$1,996	399	$2,731	831	$1,443	1,230	$1,861
	F	..	.....	3	2,240	658	1,387	661	1,301	503	1,927	18,453	882	18,956	909
	T	3	22,777	37	3,663	1,211	1,615	1,248	1,676	902	2,282	19,284	906	20,186	967
200,000 to 1,000,000	M	..	.....	59	2,764	621	1,489	680	1,600	461	1,849	286	1,151	747	1,582
	F	..	.....	4	1,530	926	1,056	930	1,058	612	1,159	14,058	668	14,670	688
	T	16	19,159	63	2,685	1,547	1,230	1,610	1,287	1,073	1,455	14,344	677	15,417	732
100,000 to 200,000	M	..	.....	42	2,418	396	1,229	438	1,343	228	1,434	64	681	292	1,269
	F	..	.....	..	.....	677	936	677	936	521	936	7,257	602	7,778	624
	T	20	10,304	42	2,418	1,073	1,044	1,115	1,096	749	1,087	7,321	603	8,070	648
50,000 to 100,000	M	..	.....	48	2,298	318	1,185	366	1,331	322	1,376	60	602	382	1,254
	F	..	.....	3	1,450	558	865	561	868	471	870	7,635	572	8,106	589
	T	38	10,076	51	2,248	876	981	927	1,051	793	1,075	7,695	572	8,488	619
30,000 to 50,000	M	..	.....	62	1,725	268	1,019	330	1,152	343	1,113	78	542	421	1,007
	F	..	.....	3	780	542	767	545	767	416	764	6,564	517	6,980	531
	T	58	8,797	65	1,682	810	850	875	912	759	922	6,642	517	7,401	558
20,000 to 30,000	M	..	.....	79	1,701	257	960	336	1,134	215	1,058	54	508	269	947
	F	..	.....	1	900	563	724	564	724	451	668	4,947	479	5,398	495
	T	74	7,259	80	1,691	820	798	900	877	666	794	5,001	479	5,667	516
15,000 to 20,000	M	..	.....	54	1,474	152	934	206	1,076	140	899	32	509	172	826
	F	..	.....	5	1,348	338	744	343	752	264	650	2,974	487	3,238	500
	T	60	4,447	59	1,464	490	803	549	874	404	736	3,006	487	3,410	517
10,000 to 15,000	M	..	.....	93	1,360	187	856	280	1,024	152	878	38	513	190	805
	F	..	.....	10	919	514	655	524	660	400	605	4,269	456	4,669	469
	T	110	6,184	103	1,317	701	709	804	787	552	680	4,307	456	4,859	482
8,000 to 10,000	M	..	.....	72	1,180	122	740	194	903	118	732	57	488	175	653
	F	..	.....	4	1,074	373	622	377	627	197	574	2,573	443	2,770	452
	T	88	3,889	76	1,174	495	650	571	721	315	633	2,630	446	2,945	464
Total	M	..	.....	543	1,908	2,874	1,303	3,417	1,390	2,378	1,542	1,500	1,161	3,878	1,395
	F	..	.....	33	1,232	5,149	903	5,182	905	3,835	970	68,730	650	72,565	667
	T	467	92,892	576	1,869	8,023	1,046	8,599	1,101	6,213	1,189	70,230	661	76,443	704

Cities with Population of—	Number of High School Teachers (Not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1000	$1000 or under $1100	$1100 or under $1200	$1200 or under $1300	$1300 or under $1400	$1400 or under $1500	$1500 or under $1600	$1600 or under $1700	$1700 or under $1800	$1800 or under $1900	$1900 or under $2000	$2000 or over		
1,000,000 or over.....M	..	..	..	..	..	..	..	1	..	3	6	7	12	43	13	24	53	32	25	53	50	231	553	$1,886
F	..	..	11	2	3	9	7	27	5	5	12	63	58	78	39	41	126	35	20	22	62	33	658	1,387
Total (3 cities).....	..	..	11	2	3	9	7	28	5	8	18	70	70	121	52	65	179	67	45	75	112	264	1,211	1,615
200,000 to 1,000,000 ...M	1	2	..	14	8	7	6	17	10	21	9	66	32	100	36	19	52	39	13	37	10	122	621	1,489
F	6	5	8	18	25	32	48	45	32	126	32	204	50	131	19	47	26	55	5	9	2	1	926	1,056
Total (16 cities).....	7	7	8	32	33	39	54	62	42	147	41	270	82	231	55	66	78	94	18	46	12	123	1,547	1,230
100,000 to 200,000.....M	2	1	1	3	5	4	8	20	2	17	9	59	47	73	25	25	37	14	13	22	1	8	396	1,229
F	9	7	10	31	22	54	36	55	54	104	12	110	65	74	7	9	9	4	..	4	..	1	677	936
Total (20 cities).....	11	8	11	34	27	58	44	75	56	121	21	169	112	147	32	34	46	18	13	26	1	9	1,073	1,044
50,000 to 100,000.....M	..	1	..	..	3	8	5	21	12	17	15	59	29	50	20	16	24	6	11	8	1	12	318	1,185
F	1	31	1	19	21	54	60	59	19	103	48	87	9	30	14	1	1	..	..	..	..	..	558	865
Total (38 cities).....	1	32	1	19	24	62	65	80	31	120	63	146	38	80	34	17	25	6	11	8	1	12	876	981
30,000 to 50,000.....M	2	1	10	4	2	22	16	26	12	26	15	37	27	21	11	15	10	3	1	2	..	5	268	1,019
F	12	23	18	54	49	81	41	89	47	52	21	47	4	4	..	..	..	..	..	..	..	..	542	767
Total (58 cities).....	14	24	28	58	51	103	57	115	59	78	36	84	31	25	11	15	10	3	1	2	..	5	810	850
20,000 to 30,000.....M	2	1	2	12	16	25	11	38	9	28	8	36	21	25	4	5	4	1	1	3	..	5	257	960
F	21	19	22	86	97	96	57	72	27	19	9	18	8	11	1	..	..	..	..	..	..	..	563	724
Total (74 cities).....	23	20	24	98	113	121	68	110	36	47	17	54	29	36	5	5	4	1	1	3	..	5	820	798
15,000 to 20,000.....M	1	2	3	3	21	15	9	15	4	14	2	20	12	15	6	2	4	2	2	..	..	..	152	934
F	12	29	24	29	44	42	41	32	15	31	11	7	8	12	..	..	..	1	..	..	..	..	338	744
Total (60 cities).....	13	31	27	32	65	57	50	47	19	45	13	27	20	27	6	2	4	3	2	..	..	..	490	803
10,000 to 15,000.....M	1	3	9	18	16	21	21	19	4	14	3	27	9	14	1	1	4	1	1	..	..	..	187	856
F	36	54	45	105	78	88	30	38	6	8	7	9	1	2	..	..	..	..	..	..	..	..	a507	655
Total (110 cities).....	37	57	54	123	94	109	51	57	10	22	10	36	10	16	1	1	4	1	1	..	..	..	a694	709
8,000 to 10,000.....M	..	6	11	20	15	18	13	16	3	3	..	13	3	..	..	1	..	..	..	..	..	..	122	740
F	51	46	58	51	54	45	19	25	4	9	..	10	1	..	..	..	..	..	..	..	..	..	373	622
Total (88 cities).....	51	52	69	71	69	63	32	41	7	12	..	23	4	..	..	1	..	..	..	..	..	..	495	650
All cities.....M	9	17	36	74	86	120	89	173	56	143	67	324	192	341	116	108	188	98	67	125	62	383	2,874	1,303
F	148	214	197	395	393	501	330	442	209	457	152	555	204	342	80	98	162	95	25	35	64	35	a5,142	903
Total (467 cities).....	157	231	233	469	479	621	428	615	265	600	219	879	396	683	196	206	350	193	92	160	126	418	a8,016	1,046

a Not including 7 teachers whose individual salaries were not reported.

TABLE C.—PER CENT. OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) IN RECEIPT OF EACH CLASSIFIED SALARY, BY GROUPS OF CITIES

Cities with Population of—		Per Cent. of High School Teachers (Not Including Principals) Receiving a Yearly Salary of—																						Total
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1000	$1000 or under $1100	$1100 or under $1200	$1200 or under $1300	$1300 or under $1400	$1400 or under $1500	$1500 or under $1600	$1600 or under $1700	$1700 or under $1800	$1800 or under $1900	$1900 or under $2000	$2000 or over	
1,000,000 or over	M	..	..	..	..	..	..	..	0.18	..	0.54	1.09	1.27	2.17	7.78	2.35	4.34	9.58	5.79	4.52	9.58	9.04	41.77	100.00
	F	..	..	1.67	0.30	0.46	1.37	1.06	4.10	0.76	.76	1.82	9.58	8.82	11.85	5.93	6.23	19.15	5.32	3.04	3.34	9.42	5.02	100.00
Total (3 cities)		..	..	.91	.17	.25	.74	.58	2.31	.41	.66	1.49	5.78	5.78	9.99	4.29	5.37	14.78	5.53	3.72	6.19	9.25	21.80	100.00
200,000 to 1,000,000	M	0.16	0.32	..	2.25	1.29	1.13	.97	2.74	1.61	3.38	1.45	10.63	5.15	16.10	5.80	3.06	8.37	6.28	2.00	5.96	1.61	19.65	100.00
	F	.65	.54	.86	1.94	2.70	3.46	5.18	4.86	3.46	13.61	3.46	22.03	5.40	14.15	2.04	5.07	2.81	5.94	.54	.97	.22	.11	100.00
Total (16 cities)		.45	.45	.52	2.07	2.13	2.52	3.49	4.01	2.72	9.50	2.65	17.45	5.30	14.93	3.56	4.27	5.04	6.08	1.16	2.97	.78	7.95	100.00
100,000 to 200,000	M	.51	.25	.25	.76	1.26	1.01	2.02	5.05	.51	4.29	2.27	14.90	11.87	18.44	6.31	6.31	9.34	3.54	3.28	5 56	.25	2.02	100.00
	F	1.33	1.03	1.48	4.58	3.25	7.98	5.32	8.12	7.98	15.36	1.77	16.25	9.60	10.03	1.03	1.33	1.33	.59	..	.59	..	.15	100.00
Total (20 cities)		1.02	.75	1.02	3.17	2.52	5.41	4.10	6.99	5.22	11.28	1.96	15.75	10.44	13.70	2.98	3.17	4.29	1.67	1.21	2.42	.09	.84	100.00
50,000 to 100,000	M	..	.31	..	..	.94	2.52	1.57	6.61	3.77	5.35	4.72	18.55	9.12	15.72	6.29	5.03	7.55	1.89	3.46	2.52	.31	3.77	100.00
	F	.18	5.56	.18	3.40	3.76	9.68	10.75	10.57	3.41	18.46	8.60	15.59	1.61	5.38	2.51	.18	.18	..	..	..	..	..	100.00
Total (38 cities)		.11	3.65	.11	2.17	2.74	7.08	7.42	9.13	3.54	13.70	7.19	16.67	4.34	9.13	3.88	1.94	2.86	.69	1.26	.91	.11	1.37	100.00
30,000 to 50,000	M	.75	.37	3.73	1.49	.75	8.21	5.97	9.70	4.48	9.70	5.60	13.81	10.07	7.84	4.10	5.60	3.73	1.12	.37	.75	..	1.86	100.00
	F	2.21	4.24	3.32	9.96	9.04	14.95	7.57	16.42	8.67	9.59	3.88	8.67	.74	.74	..	..	..	..	..	..	..	..	100.00
Total (58 cities)		1.73	2.96	3.46	7.16	6.30	12.71	7.04	14.20	7.28	9.63	4.44	10.37	3.83	3.09	1.36	1.85	1.23	.37	.12	.25	..	.62	100.00
20,000 to 30,000	M	.78	.39	.78	4.67	6.23	9.73	4.28	14.79	3.50	10.89	3.11	14.01	8.17	9.72	1.56	1.94	1.56	.39	.39	1.17	..	1.94	100.00
	F	3.73	3.37	3.91	15.28	17.23	17.05	10.12	12.70	4.80	3.37	1.60	3.20	1.42	1.95	.18	..	..	..	..	..	..	..	100.00
Total (74 cities)		2.81	2.44	2.93	11.95	13.78	14.76	8.29	13.41	4.39	5.73	2.07	6.58	3.54	4.39	.61	.61	.49	.12	.12	.37	..	.61	100.00
15,000 to 20,000	M	.66	1.32	1.97	1.97	13.81	9.87	5.92	9.87	2.63	9.21	1.32	13.16	7.89	9.87	3.94	1.32	2.63	1.32	1.32	..	.	..	100.00
	F	3.55	8.58	7.10	8.58	13.02	12.43	12.13	9.47	4.44	9.17	3.25	2.07	2.37	3.55	..	..	..	.29	..	..	..	..	100.00
Total (60 cities)		2.65	6.33	5.51	6.53	13.27	11.64	10.20	9.59	3.88	9.18	2.65	5.51	4.08	5.51	1.22	.41	.82	.61	.41	..	..	.	100.00
10,000 to 15,000	M	.53	1.61	4.81	9.63	8.56	11.23	11 23	10.16	2.14	7.49	1.61	14.44	4.81	7.49	.53	.53	2.14	.53	.53	..	..	..	100.00
	F	7.10	10.65	8.87	20.71	15.38	17.36	5.92	7.50	1.18	1.58	1.38	1.78	.20	.39	..	..	..	..	..	..	..	..	100.00
Total (110 cities)		5.33	8.21	7.78	17.73	13.55	15.71	7.35	8.21	1.44	3.17	1.44	5.19	1.44	2.31	.14	.14	.58	.14	.14	..	..	..	100.00
8,000 to 10,000	M	..	4.92	9.02	16.39	12.29	14.75	10.66	13.11	2.46	2.46	..	10.66	2.46	..	..	.82	..	..	..	..	..	..	100.00
	F	13.67	12.33	15.55	13.67	14.48	12.07	5.10	6.70	1.07	2.41	..	2.68	.27	..	..	..	..	..	..	..	..	..	100.00
Total (88 cities)		10.31	10.51	13.94	14.34	13.94	12.73	6.46	8.28	1.41	2.42	..	4.65	.81	..	..	.20	..	..	..	..	..	..	100.00
All cities	M	.31	.59	1.25	2.57	2.99	4.18	3.10	6.02	1.95	4.98	2.33	11.27	6.68	11.86	4.04	3.76	6.54	3.41	2.33	4.35	2.16	13.33	100.00
	F	2.88	4.16	3.83	7.68	7.64	9.74	6.59	8.60	4.06	8.89	2.96	10.79	3.97	6.65	1.56	1.91	3.15	1.85	.49	.68	1.24	.68	100.00
Total (467 cities)		1.96	2.88	2.91	5.85	5.97	7.75	5.34	7.67	3.31	7.48	2.73	10.97	4.94	8.52	2.44	2.57	4.37	2.41	1.15	2.00	1.57	5.21	100.00

TABLE D.—NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS IN RECEIPT OF EACH CLASSIFIED SALARY, BY GROUPS OF CITIES

Cities with population of—		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Elementary Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1000	$1000 or under $1100	$1100 or under $1200	$1200 or under $1300	$1300 or under $1400	$1400 or under $1500	$1500 or under $1600	$1600 or under $1700	$1700 or under $1800	$1800 or under $1900	$1900 or under $2000	$2000 or over		
1,000,000 or over	M	..	..	..	..	..	..	..	..	..	..	9	..	..	1	3	2	5	12	6	1	4	356	399	$2,731
	F	..	..	..	..	..	..	..	6	22	41	..	1	..	48	2	11	37	39	5	1	5	285	503	1,927
Total (3 cities)		..	..	..	..	..	..	..	6	22	41	9	1	..	49	5	13	42	51	11	2	9	641	902	2,282
200,000 to 1,000,000	M	..	..	..	..	..	2	2	2	3	15	5	16	5	33	19	17	39	37	52	25	27	162	461	1,849
	F	..	..	2	5	4	8	30	37	27	98	18	83	21	68	56	38	61	20	4	7	4	21	612	1,330
Total (16 cities)		..	..	2	5	4	10	32	39	30	113	23	99	26	101	75	55	100	57	56	32	31	183	1,073	1,553
100,000 to 200,000	M	..	..	1	3	4	1	2	9	9	4	14	11	14	10	13	4	29	31	7	23	7	32	228	1,434
	F	..	1	12	37	93	26	20	20	30	24	25	74	74	36	15	12	9	9	3	..	..	1	521	936
Total (20 cities)		..	1	13	40	97	27	22	29	39	28	39	85	88	46	28	16	38	40	10	23	7	33	749	1,087
50,000 to 100,000	M	..	1	1	..	5	12	5	14	11	12	13	22	14	17	22	41	21	20	4	37	28	22	322	1,376
	F	3	3	19	40	71	39	54	58	23	28	11	36	24	24	2	13	6	..	4	4	5	4	471	870
Total (38 cities)		3	4	20	40	76	51	59	72	34	40	24	58	38	41	24	54	27	20	8	41	33	26	793	1,075
30,000 to 50,000	M	12	4	1	10	23	17	7	14	14	23	12	27	27	49	25	18	19	4	8	10	7	12	343	1,113
	F	32	12	24	57	48	45	34	47	7	27	9	35	20	4	11	2	1	..	..	..	1	..	416	764
Total (58 cities)		44	16	25	67	71	62	41	61	21	50	21	62	47	53	36	20	20	4	8	10	8	12	759	922
20,000 to 30,000	M	4	4	2	8	10	11	5	22	5	25	14	18	23	10	10	15	10	9	..	3	1	6	215	1,058
	F	57	39	54	76	58	58	31	28	9	7	4	18	3	3	2	1	1	..	..	1	..	1	451	668
Total (74 cities)		61	43	56	84	68	69	36	50	14	32	18	36	26	13	12	16	11	9	..	4	1	7	666	794
15,000 to 20,000	M	6	5	8	6	11	10	5	19	10	6	7	10	6	13	11	3	1	..	2	1	..	..	140	899
	F	30	53	38	28	40	16	12	9	9	9	2	12	1	3	1	..	1	..	..	..	..	..	264	650
Total (60 cities)		36	58	46	34	51	26	17	28	19	15	9	22	7	16	12	3	2	..	2	1	..	..	404	736
10,000 to 15,000	M	3	6	9	4	30	7	7	7	2	18	3	26	10	7	4	6	1	..	2	..	....	....	152	878
	F	85	75	44	65	27	31	16	22	9	15	1	7	3	..	..	..	..	..	..	..	....	....	400	605
Total (110 cities)		88	81	53	69	57	38	23	29	11	33	4	33	13	7	4	6	1	..	2	..	....	....	552	680
8,000 to 10,000	M	8	14	12	15	19	10	3	9	3	4	..	8	4	6	2	1	..	..	..	..	....	....	118	732
	F	50	44	25	39	8	9	6	3	6	1	1	5	..	..	..	..	..	..	..	..	....	....	197	574
Total (88 cities)		58	58	37	54	27	19	9	12	9	5	1	13	4	6	2	1	..	..	..	..	....	....	315	633
All cities	M	33	34	34	46	102	70	36	96	57	107	77	138	103	146	109	107	125	113	81	100	74	590	2,378	1,542
	F	257	227	218	347	349	232	203	230	142	250	71	271	146	186	89	77	116	68	16	13	15	312	3,835	970
Total (467 cities)		290	261	252	393	451	302	239	326	199	357	148	409	249	332	198	184	241	181	97	113	89	902	6,213	1,189

TABLE E.—PER CENT. OF PRINCIPALS OF ELEMENTARY SCHOOLS IN RECEIPT OF EACH CLASSIFIED SALARY, BY GROUPS OF CITIES

Cities with Population of—		Per Cent. of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1000	$1000 or under $1100	$1100 or under $1200	$1200 or under $1300	$1300 or under $1400	$1400 or under $1500	$1500 or under $1600	$1600 or under $1700	$1700 or under $1800	$1800 or under $1900	$1900 or under $2000	$2000 or over	
1,000,000 or over	M	....	....	....	....	....	....	....	....	....	....	2.26	....	....	0.25	0.75	0.50	1.25	3.01	1.51	0.25	1.00	89.22	100.00
	F	....	....	....	....	....	....	....	1.19	4.38	8.15	....	0.20	....	9.54	.40	2.19	7.36	7.75	.99	.20	.99	56.66	100.00
Total (3 cities)		....	....	....	....	....	....	....	.67	2.44	4.55	1.00	.11	....	5.43	.55	1.44	4.66	5.65	1.22	.22	1.00	71.06	100.00
200,000 to 1,000,000	M	....	....	....	....	....	0.43	0.43	.43	.65	3.25	1.08	3.47	1.08	7.16	4.12	3.70	8.46	8.03	11.29	5.42	5.86	35.14	100.00
	F	....	....	0.33	0.82	0.65	1.31	4.90	6.06	4.41	16.01	2.94	13.56	3.43	11.11	9.15	6.21	9.97	3.27	.65	1.14	.65	3.43	100.00
Total (16 cities)		....	....	.19	.47	.37	.93	2.98	3.63	2.80	10.53	2.14	9.23	2.42	9.41	6.99	5.13	9.32	5.31	5.22	2.98	2.89	17.06	100.00
100,000 to 200,000	M	....	....	.44	1.32	1.75	.44	.88	3.95	3.95	1.75	6.14	4.82	6.14	4.39	5.70	1.75	12.72	13.60	3.07	10.09	3.07	14.03	100.00
	F	....	0.19	2.30	7.10	17.85	4.99	3.84	3.84	5.76	4.61	4.80	14.20	14.20	6.91	2.88	2.30	1.73	1.73	.58	....	....	.19	100.00
Total (20 cities)		....	.13	1.74	5.34	12.95	3.60	2.94	3.87	5.21	3.74	5.21	11.35	11.75	6.14	3.74	2.14	5.07	5.34	1.34	3.07	.93	4.40	100.00
50,000 to 100,000	M	....	.31	.31	....	1.55	3.73	1.55	4.35	3.42	3.73	4.04	6.83	4.35	5.28	6.83	12.73	6.52	6.21	1.24	11.49	8.70	6.83	100.00
	F	0.64	.64	4.03	8.49	15.07	8.28	11.47	12.31	4.88	5.94	2.34	7.05	5.10	5.10	.42	2.76	1.27	....	.85	.85	1.06	.85	100.00
Total (38 cities)		.38	.51	2.52	5.04	9.58	6.43	7.44	9.08	4.29	5.04	3.03	7.31	4.79	5.17	3.03	6.81	3.41	2.52	1.01	5.17	4.16	3.28	100.00
30,000 to 50,000	M	3.50	1.17	.29	2.91	6.71	4.96	2.04	4.08	4.08	6.71	3.50	7.87	7.87	14.28	7.29	5.25	5.54	1.17	2.33	2.91	2.04	3.50	100.00
	F	7.69	2.89	5.77	13.70	11.54	10.82	8.17	11.30	1.68	6.49	2.16	8.41	4.81	.96	2.65	.48	.24	....	....	....	.24	....	100.00
Total (58 cities)		5.80	2.11	3.29	8.83	9.36	8.17	5.40	8.04	2.77	6.59	2.77	8.17	6.19	6.98	4.74	2.63	2.63	.53	1.05	1.32	1.05	1.58	100.00
20,000 to 30,000	M	1.86	1.86	.93	3.72	4.65	5.12	2.33	10.23	2.33	11.63	6.51	8.37	10.70	4.65	4.65	6.98	4.65	4.19	....	1.39	.46	2.79	100.00
	F	12.64	8.05	11.97	16.85	12.86	12.86	6.87	6.21	2.00	1.55	.89	3.99	.67	.67	.44	.22	.22	....	....	.22	....	.22	100.00
Total (74 cities)		9.16	6.40	8.41	12.61	10.21	10.36	5.41	7.51	2.10	4.81	2.70	5.41	3.90	1.95	1.80	2.40	1.65	1.35	....	.60	.15	1.05	100.00
15,000 to 20,000	M	4.29	3.57	5.71	4.29	7.86	7.14	3.57	13.57	7.14	4.29	5.00	7.14	4.29	9.29	7.86	2.14	.71	....	1.43	.71	....	....	100.00
	F	11.36	20.08	14.39	10.61	15.15	6.06	4.54	3.41	3.41	3.41	.76	4.54	.38	1.14	.38	....	.38	....	....	....	....	....	100.00
Total (60 cities)		8.91	14.36	11.39	8.42	12.62	6.44	4.21	6.93	4.70	3.71	2.23	5.45	1.73	3.96	2.97	.74	.49	....	.49	.25	....	....	100.00
10,000 to 15,000	M	1.98	3.95	5.92	2.63	19.74	4.60	4.60	4.60	1.32	11.84	1.98	17.10	6.58	4.60	2.63	3.95	.66	....	1.32	....	....	....	100.00
	F	21.25	18.75	11.00	16.25	6.75	7.75	4.00	5.50	2.25	3.75	.25	1.75	.75	....	....	....	....	....	....	....	....	....	100.00
Total (110 cities)		15.94	14.67	9.60	12.50	10.33	6.89	4.17	5.25	1.99	5.98	.72	5.98	2.36	1.27	.72	1.09	.18	....	.36	....	....	....	100.00
8,000 to 10,000	M	6.78	11.86	10.17	12.71	16.10	8.47	2.54	7.63	2.54	3.39	....	6.78	3.39	5.09	1.70	.85	....	....	....	....	....	....	100.00
	F	25.38	22.34	12.69	10.80	4.06	4.57	3.04	1.52	3.04	.51	.51	2.54	....	....	....	....	....	....	....	....	....	....	100.00
Total (88 cities)		18.41	18.41	11.75	17.14	8.57	6.03	2.86	3.81	2.86	1.59	.32	4.13	1.27	1.90	.63	.32	....	....	....	....	....	....	100.00
All cities	M	1.40	1.43	1.43	1.03	4.29	2.94	1.51	4.04	2.40	4.50	3.24	5.80	4.33	6.14	4.58	4.50	5.26	4.75	3.41	4.20	3.11	24.81	100.00
	F	6.70	5.92	5.68	9.05	9.10	6.05	5.29	6.00	3.70	6.52	1.85	7.07	3.81	4.85	2.32	2.01	3.02	1.77	.42	.34	.39	8.13	100.00
Total (467 cities)		4.67	4.20	4.06	6.32	7.26	4.86	3.85	5.25	3.20	5.75	2.38	6.58	4.01	5.34	3.19	2.96	3.88	2.91	1.56	1.82	1.43	14.52	100.00

TABLE F.—NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) IN RECEIPT OF EACH CLASSIFIED SALARY, BY GROUPS OF CITIES

Cities with a Population of—	Number of Elementary School Teachers (Not Including Principals) Receiving a Yearly Salary of—																				Total Elementary School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1000	$1000 or under $1100	$1100 or under $1200	$1200 or under $1300	$1300 or under $1400	$1400 or under $1500	$1500 or under $1600	$1600 or over		
1,000,000 or over.....M	....	....	....	....	....	3	1	3	8	6	1	50	47	19	65	109	67	61	89	42	260	831	$1,443
F	....	....	....	33	348	768	1,426	1,291	1,211	2,054	1,691	3,741	935	470	940	702	1,557	666	337	23	254	18,453	882
Total (3 cities).....	....	....	....	33	348	771	1,427	1,294	1,219	2,060	1,692	3,791	982	489	1,011	811	1,624	727	426	65	514	19,284	906
200,000 to 1,000,000....M	5	1	2	6	25	16	13	15	19	11	25	8	17	2	2	2	11	24	1	13	68	286	1,151
F	91	185	645	761	1,857	777	1,437	2,413	2,051	1,194	748	283	1,014	322	143	15	93	....	12	17	....	14,058	668
Total (16 cities).....	96	186	647	767	1,882	793	1,450	2,428	2,070	1,205	773	291	1,031	324	145	17	104	24	13	30	68	14,344	677
100,000 to 200,000.....M	....	....	....	3	8	2	14	9	8	8	5	....	....	....	7	....	....	....	....	....	....	64	681
F	119	158	283	359	864	892	2,250	954	190	965	99	58	20	....	46	....	....	....	....	....	....	7,257	602
Total (20 cities).....	119	158	283	362	872	894	2,264	963	198	973	104	58	20	....	53	....	....	....	....	....	....	7,321	603
50,000 to 100,000.....M	....	3	3	12	4	6	13	8	7	....	2	....	....	....	....	....	1	....	1	....	....	60	602
F	97	333	783	719	1,201	980	1,497	814	561	195	264	14	169	3	....	....	5	....	....	....	....	7,635	572
Total (38 cities).....	97	336	786	731	1,205	986	1,510	822	568	195	266	14	169	3	....	....	6	....	1	....	....	7,695	572
30,000 to 50,000.....M	5	1	9	15	10	9	14	7	4	2	....	....	2	....	....	....	....	....	....	....	....	78	542
F	405	439	833	1,007	1,312	979	734	370	209	75	148	8	40	....	5	....	....	....	....	....	....	6,564	515
Total (58 cities).....	410	440	842	1,022	1,322	988	748	377	213	77	148	8	42	....	5	....	....	....	....	....	....	6,642	515
20,000 to 30,000.....M	2	4	10	11	6	10	5	2	3	....	1	....	....	....	....	....	....	....	....	....	....	54	508
F	282	510	988	1,459	645	394	255	107	128	164	8	2	2	3	....	....	....	....	....	....	....	4,947	479
Total (74 cities).....	284	514	998	1,470	651	404	260	109	131	164	9	2	2	3	....	....	....	....	....	....	....	5,001	479
15,000 to 20,000.....M	....	6	7	6	2	4	2	....	....	3	2	....	....	....	....	....	....	....	....	....	....	32	509
F	260	311	599	693	456	150	107	64	136	125	57	11	5	....	....	....	....	....	....	....	....	2,974	487
Total (60 cities).....	260	317	606	699	458	154	109	64	136	128	59	11	5	....	....	....	....	....	....	....	....	3,006	487
10,000 to 15,000.....M	3	2	8	5	10	1	1	5	2	....	....	....	....	....	1	....	....	....	....	....	....	38	513
F	384	664	777	1,070	731	293	185	52	83	22	5	1	....	....	2	....	....	....	....	....	....	4,269	456
Total (110 cities).....	387	666	785	1,075	741	294	186	57	85	22	5	1	....	....	3	....	....	....	....	....	....	4,307	456
8,000 to 10,000.....M	6	4	9	12	8	4	1	....	3	....	....	1	1	....	....	....	....	....	....	....	....	49	488
F	239	419	703	512	307	132	81	70	17	2	14	1	....	....	....	....	....	....	....	....	....	2,497	443
Total (88 cities).....	245	423	712	524	315	136	82	70	20	2	14	2	1	....	....	....	....	....	....	....	....	a2,546	446
All cities.....M	21	21	48	70	73	55	64	49	54	30	36	59	67	21	75	111	79	85	91	55	328	1,492	1,161
F	1,877	3,019	5,611	6,613	7,721	5,365	7,972	6,135	4,886	4,796	3,034	4,119	2,185	798	1,142	717	1,655	666	349	40	254	68,654	650
Total (467 cities).....	1,898	3,040	5,659	6,683	7,794	5,420	8,036	6,184	4,640	4,826	3,070	4,178	2,252	819	1,217	828	1,734	751	440	95	582	a70146	661

TABLE G.—PER CENT. OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) IN RECEIPT OF EACH CLASSIFIED SALARY, BY GROUPS OF CITIES

Cities with a Population of—		Per cent. of Elementary School Teachers (Not Including Principals) Receiving a Yearly Salary of —																					Total
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1000	$1000 or under $1100	$1100 or under $1200	$1200 or under $1300	$1300 or under $1400	$1400 or under $1500	$1500 or under $1600	$1,600 or over	
1,000,000 or over	M	..	..	..	..	..	0.36	0.12	0.36	0.96	0.72	0.12	6.02	5.66	2.29	7.82	13.12	8.06	7.34	10.71	5.05	31.29	100.00
	F	..	..	..	0.18	1.88	4.16	7.73	7.00	6.56	11.13	9.16	20.27	5.07	7.55	5.13	3.80	8.44	3.61	1.83	.12	1.38	100.00
Total (3 cities)		..	.	..	.17	1.80	4.00	7.40	6.71	6.32	10.68	8.77	19.66	5.09	2.54	5.24	4.21	8.42	3.77	2.21	.34	2.67	100.00
200,000 to 1,000,000	M	1.75	0.35	0.70	2.10	8.74	5.59	4.55	5.24	6.64	3.85	8.74	2.80	5.94	.70	.70	.70	3.85	8.39	.35	4.55	23.77	100.00
	F	.65	1.32	4.59	5.41	13.21	5.53	10.22	17.16	14.59	8.49	5.32	2.01	7.21	2.29	1.02	.11	.66	..	.09	.12	..	100.00
Total (16 cities)		.67	1.29	4.51	5.35	13.12	5.53	10.11	16.93	14.43	8.40	5.30	2 03	7.19	2.26	1.01	.12	.72	.17	.09	.21	.47	100.00
100,000 to 200,000	M	..	..	..	4.69	12.50	3.13	21.87	14.06	12.50	12.50	7.81	..	.	..	10.94	..	..	..	..	..	..	100.00
	F	1.64	2.18	3.90	4.95	11.91	12.29	31.00	13.15	2.62	13 30	1.36	.80	.27	..	.63	..	..	..	..	..	..	100.00
Total (20 cities)		1.63	2.16	3.87	4.95	11.01	12.21	30.93	13.15	2.70	13.29	1.42	.79	.27	..	.72	..	..	..	..	..	..	100.00
50,000 to 100,000	M	..	5.00	5.00	20.00	6.67	10.00	21.66	13.33	11.67	..	3.33	..	..	..	..	..	1.67	..	1.67	..	..	100.00
	F	1.27	4.36	10.25	9.42	15.73	12.84	19.61	10.66	7.35	2.55	3.46	.18	2.21	.04	..	..	.07	..	..	..	..	100.00
Total (38 cities)		1.26	4.37	10.22	9.50	15.66	12.81	19.62	10.68	7.38	2.53	3.46	.18	2.20	.04	..	..	.08	..	.01	..	..	100.00
30,000 to 50,000	M	6.41	1.29	11.54	19.23	12.82	11.54	17.95	8.98	5.12	2.56	..	..	2.56	..	..	..	..	..	..	..	..	100.00
	F	6.17	6.69	12.69	15.34	10 99	14.91	11.18	5.64	3.18	1.14	2.26	.12	.61	..	.08	..	..	..	..	..	.	100.00
Total (58 cities)		6.17	6.62	12.68	15.39	19.90	14.87	11.26	5.68	3.21	1.16	2.23	.12	.63	..	.08	..	..	..	..	..	.	100.00
20,000 to 30,000	M	3.70	7.41	18.52	20.37	11.11	18.52	9.26	3.70	5.56	..	1.85	..	..	..	..	..	..	..	..	..	..	100.00
	F	5.70	10.31	19.97	29.49	13.04	7.96	5.16	2.16	2.59	3.32	.16	.04	.04	.06	..	..	..	..	..	..	..	100.00
Total (74 cities)		5.68	10.28	19.95	29.39	13.02	8.08	5.20	2.18	2.62	3.28	.18	.04	.04	.06	..	..	..	..	..	..	..	100.00
15,000 to 20,000	M	..	18.75	21.87	18.75	6.25	12.50	6.25	..	..	9.38	6.25	..	..	..	..	..	..	..	..	..	..	100.00
	F	8.74	10.46	20.14	23.30	15.33	5.05	3.60	2.15	4.57	4.20	1.92	.37	.17	..	..	..	..	..	..	.	..	100.00
Total (60 cities)		8.65	10.54	20.16	23.25	15.24	5.12	3.63	2.13	4.52	4.26	1.96	.37	.17	..	..	..	..	..	..	..	..	100.00
10,000 to 15,000	M	7 90	5.26	21.05	13.16	26.32	2.63	2.63	13.16	5.26	..	..	..	..	..	2.63	..	..	..	..	..	..	100.00
	F	0.00	15.55	18.20	25.07	17.12	6.86	4.33	1.22	1.94	.52	.12	.02	..	..	.05	.	..	..	..	..	..	100.00
Total (110 cities)		8.99	15.46	18.23	24.96	17.20	6.83	4.32	1.32	1.97	.51	.12	.02	..	.	.07	..	..	..	..	..	..	100.00
8,000 to 10,000	M	12.25	8.16	18.37	24.49	16.33	8.16	2.04	..	6.12	..	..	2.04	2.04	..	.	..	..	..	..	..	..	100.00
	F	9.57	16.78	28.15	20.51	12.30	5.29	3.24	2.80	.68	.08	.56	.04	..	..	..	..	..	..	..	..	..	100.00
Total (88 cities)		9.62	16.61	27.97	20.58	12.37	5.34	3.22	2.75	.78	.08	.55	.08	.04	..	..	..	..	..	..	..	..	100.00
All cities	M	1.41	1.41	3.22	4.69	4.86	3.69	4.20	3.28	3.62	2.01	2.41	3.95	4.40	1.41	5.03	7.44	5.20	5.70	6.10	3.69	21.98	100.00
	F	2.73	4.40	8.17	9.63	11.25	7.82	11.61	8.04	6.68	6.99	4.42	6.00	3.18	1.16	1.66	1.04	2.41	.97	.51	.06	37	100.00
Total (467 cities)		2.70	4.33	8.07	9.53	11.11	7.73	11.46	8.82	6 61	6.88	4.38	5.06	3.21	1.17	1.73	1.18	2.47	1.07	.63	.13	.83	100.00

The average salary of high-school teachers (not including principals) was $1,046, the average for the women separately being $903 and for the men separately $1,303. This large difference between the averages for women and men is due to a considerable extent to the fact that such a large per cent. of the men are in the cities of the first two groups, the cities of 200,000 population or over, where salaries are high as compared with those in the city of average size.

The average yearly salary of principals of elementary schools was $1,189, the average for women separately being $970, and for men separately $1,542. As in the case of teachers of high schools, the greater average for men is to a considerable extent due to the fact that such a large proportion of the entire number of men are in the larger cities, where salaries are relatively high.

The average yearly salary of the teachers in elementary schools was $661, the average for the women separately being $650 and for the men separately $1,161. It will be noticed that more than one-half of the men teachers in elementary schools were in the three greatest cities, where salaries are relatively high.

An examination of the several groups of cities in Table A shows that, with one exception, the average salaries of all the classes of teachers for the entire groups of cities decrease steadily with the decrease in size of the cities. In the group of cities with population from 20,000 to 30,000 the average salaries of teachers in both high and elementary schools are slightly less than those in the next lower group.

The great weight of the few large cities upon the averages for the whole country may be better studied in connection with the summary by states, as a total is there given including certain large cities and another in which the cities are not included.

Reference to summary Table C shows that of the 2,874 male teachers (not including principals) in high schools in the 467 cities who receive an average salary of $1,303, 13.33 per cent. received $2,000 or over, and 30.27 per cent. received less than $1,000. Of the 5,149 female teachers in high schools receiving an average salary of $903, only 0.68 per cent. received as much as $2,000, while 67.03 per cent. received less than $1,000 and 35.93 per cent. received less than $750. The $100 group containing the largest percentage of all the male teachers was $1.200 or under $1,300 with 11.86 per cent., while for female teachers it was $650 or under $750 with 17.38 per cent.

Summary Table E shows that of the 2,378 male principals of elementary schools in the 467 cities receiving an average salary of $1,542, 24.81 per cent. received $2,000 or over, and 29.11 per cent. received less than $1,000. Of the 3,835 women principals receiving an average salary of $970, 8.13 per cent. received $2,000 or over, while 65.86 per cent. received less than $1,000 and 42.50 per cent. received less than $750; the $100 group containing the largest percentage of all was $600 or under $700 with 18.15 per cent.

Summary G shows that of the 1,492 male teachers in elementary schools in 467 cities receiving an average salary of $1,161, 21.98 per cent. received

$1,600 or over, while 19.31 per cent. received less than $600. Of the 68,654 women teachers in elementary schools in the 467 cities receiving an average salary of $650, only 0.37 per cent. received as much as $1,600, while 44 per cent. received less than $600 and 7.13 per cent. received less than $400; the $100 group containing the largest percentage of all was $450 or under $550 with 20.88 per cent., while 20.55 per cent. received $600 or under $700.

The summary tables and Table I will now be taken up group by group.

CITIES WITH POPULATION OF 1,000,000 OR OVER

These cities number but three—New York, Chicago, and Philadelphia. The salaries are best compared by reference to Table I, and this can be done without difficulty because of the small number of cities. Chicago pays the highest salary to its superintendent—$10,000—but, it may be added, New York, paying $2,000 less, has a much larger number of assistant superintendents—8 "associates" at $5,500 and 26 district superintendents at $5,000, while Chicago has but 6 district superintendents at $4,000. In Philadelphia the superintendent receives $6,000, and has 6 assistant superintendents at $3,000 each. In all the other classes New York leads. In high school salaries Philadelphia ranks Chicago, while in elementary salaries the reverse is true.

In the brief table following are shown average salaries for principals and teachers and the two combined for both high and elementary schools. The cities are arranged and numbered according to size as in Table I.

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS IN NEW YORK, CHICAGO, AND PHILADELPHIA

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
1. New York	16	$4,351	643	$1,749	659	$1,812	418	$2,777	11,247	$996	11,665	$1,060
2. Chicago	15	2,960	341	1,446	356	1,510	226	2,284	4,790	823	5,016	889
3. Philadelphia	6	3,583	227	1,491	233	1,545	258	1,479	3,247	717	3,505	773
	37	$3,663	1,211	$1,615	1,248	$1,676	902	$2,282	19,284	$906	20,186	$967

The summary tables preceding (Tables B to G) give the number and per cent. of each class of teachers in receipt of each classified salary. For example, by reference to Table C it will be seen that while the average yearly salary of male teachers in the high schools of the three great cities in this group was $1,886, 41.77 per cent. received $2,000 or more, and only 19.72 per cent. received less than $1,500. Of the female teachers, the average salary was $1,387, but only 5.02 received as much as $2,000, and 54.71 per cent. received less than $1,500, while 12.3 received less than $1,000.

Summary Table E shows that the average salary for male principals of elementary schools in these three cities was $2,731, but that only 10.78 per cent. received less than $2,000. For the women principals the average salary was $1,927, but 26.05 per cent. received less than $1,500.

Summary Table G shows that the average salary for 831 male teachers in elementary schools in these three cities was $1,443, but that 31.29 per cent. received $1,600 or over, and 16.61 per cent. received less than $1,000. Of the 18,453 women teachers receiving an average salary of $882, only 1.38 per cent. received as much as $1,600, while 80.69 per cent. received less than $1,000 and 27.51 per cent. received less than $750.

By reference to Tables II, III, and IV similar comparisons may be made for the individual cities. For example, while it is shown in the foregoing table that in Philadelphia the 3,247 teachers (not including principals) in elementary schools received yearly salaries averaging $717, a reference to Table IV will show that many received salaries much below this average, 775 or 23.9 per cent. of the entire number receiving less than $600, and 480 or 14.8 per cent. $600 or over, but less than $700. Those receiving $700 or over, but less than $800, numbered 1,333 or 41.1 per cent. of the whole.

CITIES WITH POPULATION OF 200,000 TO 1,000,000

In this group are 16 cities, St. Louis, with a population of 612,279, being the largest, and Minneapolis, with 214,112, the smallest. In the comparison of salaries localities and character of the cities should not be lost sight of.

The average yearly salary of superintendent in the group of 16 cities is $4,622, ranging from $6,000 in Boston to $2,500 in New Orleans. Assistant superintendents also were reported as follows:

YEARLY SALARIES OF ASSISTANT SUPERINTENDENTS

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
St. Louis, Mo.	2	M	$4,000	Cincinnati, O.	2	M	$2,500
	2	M	3,600	Milwaukee, Wis.	1	M	2,500
Average.	4	..	3,800		1	M	2,400
Boston, Mass.	6	M	3,780		1	M	2,000
Baltimore, Md.	1	M	2,500	Average.	3	..	2,300
	1	M	2,400	Detroit, Mich.	*d*1	M	2,500
Average.	2	..	2,450	New Orleans, La.	2	M	1,500
Cleveland, O.	1	M	3,000	Washington, D. C.	*e*1	M	2,500
	b	M	2,500		*f*1	F	2,500
Average.	*a*2	..	2,750	Newark, N. J.	*g*1	F	1,800
Buffalo, N. Y.	*b*1	M	2,000	Jersey City, N. J.	*c*1	F	1,900
	*c*1	F	2,000		*b*1	F	1,300
San Francisco, Calif.	4	M	1,800	Minneapolis, Minn.	*h*1	M	2,000
					*c*1	F	2,000

a Also supervisors—1 M. $2,500, 4 F. average $2,025.
b Supervisor of grammar grades.
c Supervisor of primary work.
d Supervisor of grades.
e Also 1 director of high schools at $2,500.
f Also 1 supervisor of primary work at $1,500.
g General supervisor.
h Supervisor of grammar and intermediate grades.

In high schools the average yearly salary for principals for the 16 cities is $2,685, the lowest individual salary $1,260, being paid a woman principal in New Orleans. In Washington the salary paid to all principals of high schools, including two manual training high schools, is $1,800, which is next to the lowest, and there is no graded advance with experience. The highest average salary is $3,818, the average for 11 principals in Boston.

The average salary of high school teachers for the 16 cities is $1,230 for both men and women; for men alone it is $1,489, and for women alone $1,056. The lowest average for both men and women is $862, paid in Washington; for men alone Washington is still the lowest, with $897, while for women alone New Orleans is lowest, with $747. The highest average for all high school teachers is $1,853, paid in Boston; the highest for men is $2,406 and for women $1,409, both in Boston.

When both principals and teachers in high schools are considered the average for the group is $1,287, and Washington and Boston are still respectively the lowest and highest in rank, with averages of $894 and $1,944.

The lowest salary paid any individual high school teacher—the lowest minimum as shown in Table I—is $444, reported as the minimum paid male teachers in Baltimore, Buffalo coming next, with $450 reported as the minimum for any female teacher. The highest individual salary is $3,060, reported in Boston.

Coming to elementary schools, the average salary of 1,073 principals in the 16 cities is $1,455, the lowest average being $821 for New Orleans, Washington being next, with $999. The highest average is for Boston, with $3,137.

For male principals in elementary schools the average for the group is $1,849, for female principals $1,159. The lowest average for male principals is $975, reported for New Orleans and for female principals is $805, paid also in New Orleans.

The lowest reported for any individual male principal is $700 in both Baltimore and Buffalo, and for any female principal $585, in New Orleans.

For all elementary teachers the average for the 16 cities is $677, the lowest average being $479 in New Orleans, and the highest $941, in Boston. For men teachers only the average is $1,151, and for women teachers only $668. The lowest average for men alone is $467 in Louisville, and for women alone $479 in New Orleans. The highest average for men alone is $2,182 in Boston, and for women alone $921 in San Francisco.

Perhaps these facts as to highest and lowest salaries and the cities where paid may more easily be compared if presented in tabular form. This is done in the table following:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR 16 CITIES OF 200,000 TO 1,000,000 POPULATION

Position	Lowest Individual Salary		Highest Individual Salary	
	City	Amount	City	Amount
Superintendents	New Orleans, La.	$2,500	Boston, Mass.	$6,000
High-schools:				
Principals	New Orleans, La.	1,260	Boston, Mass.	4,200
Teachers—men	Baltimore, Md.	444	Boston, Mass.	3,060
Teachers—women	Buffalo, N. Y.	450	Boston, Mass.	2,040
Elementary schools:				
Principals—men	Baltimore, Md. / Buffalo, N.Y.	700	Boston, Mass.	3,180
Principals—women	New Orleans, La.	585	Jersey City, N.J.	2,400
Teachers—men	Baltimore, Md.	348	Boston, Mass.	2,460
Teachers—women	New Orleans, La.	315	San Francisco, Calif.	1,500

Position	Lowest Average Salary		Highest Average Salary	
	City	Amount	City	Amount
High schools:				
Principals	New Orleans, La.	$1,440	Boston, Mass.	$3,818
Teachers	Washington, D.C.	862	Boston, Mass.	1,853
Principals and teachers	Washington, D.C.	894	Boston, Mass.	1,944
Elementary schools:				
Principals	New Orleans, La.	821	Boston, Mass.	3,137
Teachers	New Orleans, La.	479	Boston, Mass.	941
Principals and teachers	New Orleans, La.	513	Boston, Mass.	1,020

In order to afford opportunity to compare for all the cities of the group the average salaries paid principals and teachers, both separately and combined, in both high and elementary schools, the following table is here presented. The figures for the principals and teachers separately are taken from Table I, where they are found in connection with those for males and females shown separately. The figures for principals and teachers together are not shown elsewhere:

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN THE 16 CITIES OF 200,000 TO 1,000,000 POPULATION

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
4. St. Louis, Mo.	3	$3,135	106	$1,296	109	$1,347	85	$1,839	1,262	$654	1,347	$ 806
5. Boston, Mass.	11	3,818	223	1,853	234	1,944	58	3,137	1,553	941	1,611	1,020
6. Baltimore, Md.	5	2,400	98	1,109	103	1,172	104	1,084	1,353	528	1,457	567
7. Cleveland, O.	5	3,100	142	1,341	147	1,401	71	1,334	1,100	685	1,171	725
8. Buffalo, N.Y.	3	2,500	94	914	97	963	62	1,526	1,101	606	1,163	655
9. San Francisco, Calif.	5	2,832	76	1,513	81	1,594	53	1,827	774	926	827	984
10. Pittsburg, Pa.	1	3,000	64	1,230	65	1,257	108	1,295	872	607	980	683
11. Cincinnati, O.	3	2,533	64	1,369	67	1,421	49	1,714	804	726	853	782
12. Milwaukee, Wis.	4	2,000	61	1,089	65	1,157	51	1,506	717	632	768	690
13. Detroit, Mich.	3	2,333	105	1,082	108	1,117	70	1,253	732	636	802	690
14. New Orleans, La.	3	1,440	36	876	39	920	65	821	507	479	662	513
15. Washington, D.C.	7	1,800	202	862	209	894	110	999	919	637	1,029	676
16. Newark, N. J.	1	3,500	46	1,493	47	1,536	42	1,896	754	711	796	773
17. Jersey City, N. J.	1	2,900	19	1,284	20	1,365	44	1,754	549	650	593	732
18. Louisville, Ky.	4	2,325	73	1,076	77	1,141	45	1,151	495	504	540	558
19. Minneapolis, Minn.	4	2,400	138	933	142	975	56	1,150	762	699	818	730
Total	63	$2,685	1,547	$1,230	1,610	$1,287	1,073	$1,455	14,344	$677	15,417	$ 732

The number and per cent. of teachers of the several classes in receipt of each classified salary are shown for the group in summary Tables B to G. These summaries may be used for each group in the same manner as has been done in earlier pages for the United States, and for the group made up of the three greatest cities. Similar comparisons may easily be worked out for individual cities from Tables II, III, and IV.

CITIES WITH POPULATION OF 100,000 TO 200,000

The cities in this group number 20, Indianapolis, Ind., with a population of 199,033, being the largest, and Lowell, Mass., with 100,150, the smallest.

The average yearly salary of superintendent in the 20 cities of the group is $3,688, ranging from $5,000 in Indianapolis, Rochester, and Denver, to $2,400 in Memphis. Assistant superintendents also were reported as follows:

YEARLY SALARIES OF ASSISTANT SUPERINTENDENTS

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
Indianapolis, Ind.	1	M	$2,500	Denver, Colo.	1	M	$4,000
	1	F	2,500		1	M	3,000
Providence, R. I.	1	F	2,000	Average	2	....	3,500
	1	F	1,500				
Average	2	....	1,750	Los Angeles, Calif.	2	M	2,100
				Syracuse, N. Y.	b1	F	1,300
				Memphis, Tenn.	1	M	1,800
Kansas City, Mo.	2	M	2,400	Omaha, Neb.	b1	F	1,800
St. Paul, Minn.	1	M	1,800	St. Joseph, Mo.	1	M	1,800
Rochester, N. Y.	a1	F	2,000				

a Supervisor of primary and kindergarten work. b Supervisor of primary work.

The average salaries for the several classes of teachers for the entire group have been shown in the first summary table preceding and need not be repeated here.

The lowest and highest individual and average yearly salaries in the cities of this group and the cities in which paid, are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 100,000 TO 200,000 POPULATION

Position	Lowest Individual Salary		Highest Individual Salary	
	City	Amount	City	Amount
Superintendents	Memphis, Tenn.	$2,400	Indianapolis, Ind.; Rochester, N.Y.; Denver, Colo.	$5,000
High schools:				
Principals	St. Joseph, Mo.	990	New Haven, Conn.; Denver, Colo.	3,200
Teachers—men	Kansas City, Mo.	450	Worcester, Mass.	2,300
Teachers—women	Toledo, Ohio	200	Providence, R. I.	2,000
Elementary schools:				
Principals—men	St. Joseph, Mo.	585	Allegheny, Pa.	2,100
Principals—women	New Haven, Conn.	500	Denver, Colo.	2,000
Teachers—men	Kansas City, Mo.	450	Los Angeles, Calif.	1,000
Teachers—women	Rochester, N. Y.; New Haven, Conn.; Syracuse, N. Y.	300	Denver, Colo.	1,010

Position	Lowest Average Salary		Highest Average Salary	
	City	Amount	City	Amount
High schools:				
Principals	St. Joseph, Mo.	$1,495	New Haven, Conn.	$3,200
Teachers	Memphis, Tenn.	817	Providence, R. I.	1,253
Principals and teachers	Rochester, N.Y.	891	Providence, R. I.	1,313
Elementary schools:				
Principals	New Haven, Conn.	724	Allegheny, Pa.	1,862
Teachers	St. Joseph, Mo.	477	Denver, Colo.	762
Principals and teachers	St. Joseph, Mo.	522	Allegheny, Pa. / Denver, Colo.	812

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table:

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN THE 20 CITIES OF 100,000 TO 200,000 POPULATION

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
20. Indianapolis, Ind.	2	$2,550	78	$1,027	80	$1,065	36	$979	517	$582	553	$608
21. Providence, R. I.	4	2,500	80	1,253	84	1,313	83	919	406	593	489	649
22. Kansas City, Mo.	4	2,438	110	970	114	1,021	48	1,307	486	592	534	657
23. St. Paul, Minn.	4	2,250	79	976	83	1,037	42	1,121	446	644	488	685
24. Rochester, N.Y.	1	2,600	69	866	70	891	31	1,187	444	549	475	591
25. Toledo, Ohio	2	1,750	39	1,050	41	1,084	34	964	362	589	396	621
26. Denver, Colo.	4	2,925	100	1,218	104	1,284	46	1,386	532	762	578	812
27. Allegheny, Pa.	1	2,000	22	1,080	23	1,120	21	1,862	328	745	349	812
28. Columbus, Ohio	4	1,829	70	1,120	74	1,158	33	1,116	390	546	423	590
29. Worcester, Mass.	3	3,000	70	1,051	73	1,131	33	1,005	427	575	460	606
30. Los Angeles, Calif.	2	2,600	53	1,222	55	1,272	59	1,294	497	697	556	761
31. New Haven, Conn.	1	3,200	55	915	56	956	29	724	346	536	375	551
32. Syracuse, N.Y.	2	2,750	56	936	58	998	33	1,215	394	579	427	628
33. Fall River, Mass.	1	3,000	21	1,090	22	1,177	47	800	317	493	364	533
34. Memphis, Tenn.	1	1,500	13	817	14	866	11	1,060	128	534	139	575
35. Omaha, Neb.	1	2,400	51	1,014	52	1,040	34	1,119	283	632	317	684
36. Paterson, N. J.	1	2,300	23	1,004	24	1,058	19	1,563	305	580	324	637
37. St. Joseph, Mo.	2	1,495	28	857	30	900	32	795	192	477	224	522
38. Scranton, Pa.	1	2,500	26	1,185	27	1,233	36	878	306	555	342	580
39. Lowell, Mass.	1	3,000	30	915	31	982	42	935	215	595	257	651
Total	42	$2,418	1,073	$1,044	1,115	$1,096	749	$1,087	7,321	$603	8,070	$648

CITIES WITH POPULATION OF 50,000 TO 100,000

The cities in this group number 38, Portland, Oregon, with a population of 98,655, being the largest, and Yonkers, N. Y., with 52,701, the smallest.

The average yearly salary of superintendent for the 31 cities out of the 38 in this group reporting the salary of superintendent is $2,990, ranging from $4,000 in Seattle, Wash., and Springfield, Mass., to $2,050 in Norfolk, Va. Only two cities reported assistant superintendents, Oakland, Calif., and Springfield, Mass., each having one at $2,000.

The average yearly salaries for the several classes of teachers for the entire group have been shown in the first summary table (Table A) preceding and need not be repeated here.

The lowest and highest individual average yearly salaries in the cities of this group and the cities in which paid are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 50,000 TO 100,000 POPULATION

Position	Lowest Individual Salary		Highest Individual Salary	
	City	Amount	City	Amount
Superintendents	Norfolk, Va.	$ 2,050	Seattle, Wash. Springfield, Mass.	$4,000
High schools:				
Principals	Wilmington, Del.	1,200	Cambridge, Mass. Albany, N.Y. New Bedf'd, Mass. Somerville, Mass. Springfield, Mass. Duluth, Minn.	3,000
Teachers—men	Wilmington, Del.	500	Albany, N.Y.	2,500
Teachers—women	Kansas City, Kans.	360	Springfield, Mass.	1,500
Elementary schools:				
Principals—men	Kansas City, Kans.	540	Cambridge, Mass.	2,500
Principals—women	Wilmington, Del.	400	Yonkers, N.Y. Cambridge, Mass. Oakland, Calif. Springfield, Mass.	2,000
Teachers—men	Nashville, Tenn.	350	Cambridge, Mass.	1,400
Teachers—women	Atlanta, Ga.	250	Hoboken, N. J.	1,200

Position	Lowest Average Salary		Highest Average Salary	
	City	Amount	City	Amount
High schools:				
Principals	Camden, N. J.	$1,400	Cambridge, Mass. Albany, N.Y New Bedf'd, Mass. Somerville, Mass. Duluth, Minn.	$3,000
Teachers	Richmond, Va.	609	Oakland, Calif.	1,269
Principals and teachers	Richmond, Va.	668	Oakland, Calif. New Bedf'd, Mass.	1,331
Elementary schools:				
Principals	Wilmington, Del.	614	Hoboken, N. J.	1,800
Teachers	Erie, Pa.	431	Oakland, Calif.	866
Principals and teachers	Erie, Pa.	458	Oakland, Calif.	933

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table. As has already been said the cities are arranged and numbered according to size as in Table I. The numbers missing from the list of cities are those cities from which full reports were not received.

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS IN 38 CITIES OF 50,000 TO 100,000 POPULATION

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
40. Portland, Ore.	1	$2,000	22	$ 986	23	$1,030	27	$1,252	304	$684	331	$731
41. Cambridge, Mass.	3	3,000	60	1,030	63	1,124	34	1,230	267	680	301	742
42. Atlanta, Ga.	2	1,875	20	1,038	22	1,114	22	1,009	217	517	239	562
43. Albany, N.Y.	1	3,000	29	1,050	30	1,115	22	1,605	224	586	246	677
44. Dayton, Ohio	1	2,000	34	1,093	35	1,119	22	1,425	319	547	341	604
45. Seattle, Wash.	1	1,850	50	1,027	51	1,043	24	1,348	297	755	321	862
46. Grand Rapids, Mich.	2	2,300	40	913	42	979	34	866	288	608	322	635
48. Richmond, Va.	2	1,650	33	609	35	668	16	1,336	224	439	240	498
49. Reading, Pa.	2	1,600	18	1,044	20	1,100	..	.....	317	483	317	483
50. Nashville, Tenn.	2	1,725	16	1,022	18	1,100	10	1,140	201	539	211	568
51. Wilmington, Del.	2	1,550	20	710	22	786	25	614	222	432	247	450
52. Camden, N. J.	1	1,400	18	889	19	916	33	914	270	526	303	568
53. Bridgeport, Conn.	1	2,500	18	886	19	971	21	987	204	548	225	589
54. Trenton, N. J.	1	2,300	17	800	18	883	24	913	190	507	223	550
55. Troy, N.Y.	1	2,500	18	983	19	1,063	37	727	135	495	172	545
56. Lynn, Mass.	2	2,500	31	1,056	33	1,144	38	843	174	586	212	632
57. Oakland, Calif.	2	2,505	38	1,269	40	1,331	18	1,717	210	866	228	933
58. New Bedford, Mass.	1	3,000	15	1,220	16	1,331	26	981	174	611	200	659
59. Somerville, Mass.	2	3,000	39	1,126	41	1,217	23	1,383	222	647	245	716
60. Lawrence, Mass.	1	2,800	23	872	24	952	23	885	188	501	211	543
61. Springfield, Mass.	2	2,850	43	1,084	45	1,162	25	1,204	243	596	268	653
63. Savannah, Ga.	1	2,000	8	1,388	9	1,456	12	1,600	115	523	127	624
64. Hoboken, N. J.	1	2,000	8	990	9	1,102	9	1,800	183	639	192	693
65. Peoria, Ill.	1	2,500	22	977	23	1,043	17	1,576	245	537	262	604
66. Evansville, Ind.	1	1,800	..	....	..	....	15	953	185	546	200	577
67. Manchester, N.H.	1	2,200	16	841	17	921	16	1,056	108	522	124	591
68. Utica, N.Y.	1	2,500	20	900	21	976	18	817	170	499	188	530
69. San Antonio, Tex.	1	1,800	13	1,092	14	1,142	25	1,037	136	579	161	650
70. Duluth, Minn.	1	3,000	22	919	23	1,010	15	1,030	222	594	237	621
71. Salt Lake City, Utah.	2	2,000	28	846	30	923	22	1,253	277	562	299	613
72. Waterbury, Conn.	1	2,300	18	867	19	942	14	933	162	551	176	582
73. Elizabeth, N. J.	1	2,700	16	845	17	954	9	1,556	116	559	125	631
74. Erie, Pa.	1	2,100	18	990	19	1,048	17	745	180	431	197	458
76. Wilkesbarre, Pa.	1	1,900	16	925	17	982	18	974	146	504	164	556
77. Kansas City, Kans.	1	1,500	22	790	23	821	21	835	154	486	175	528
78. Norfolk, Va.	1	2,000	9	883	10	995	12	1,133	88	477	100	555
79. Harrisburg, Va.	1	2,000	16	963	17	1,024	33	702	138	459	171	506
80. Yonkers, N.Y.	1	2,900	22	1,116	23	1,193	16	1,203	171	704	187	747
Total	51	$2,248	876	$981	927	$1,051	793	$1,075	7,695	$572	8,488	$619

CITIES WITH POPULATION OF 30,000 TO 50,000

The cities in this group number 58, Holyoke, Mass., with a population of 48,736, being the largest, and La Crosse, Wis., with 30,038, the smallest.

The average yearly salary of superintendent for the 53 cities in the group reporting in regard to that item is $2,419, ranging from $3,600 in Butte, Mont., to $1,500 in Jacksonville, Fla., and Joplin, Mo.

The average yearly salaries for the several classes of teachers for the entire group have been shown in the first summary table (Table A) preceding and need not be repeated here.

The lowest and highest individual and average yearly salaries and the cities in which paid are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 30,000 TO 50,000 POPULATION

Position	Lowest Individual Salary		Highest Individual Salary	
	City	Amount	City	Amount
Superintendents	Jacksonville, Fla. / Joplin, Mo.	$1,500	Butte, Mont.	$3,600
High schools:				
Principals	Lancaster, Pa.	600	Newton, Mass.	3,250
Teachers—men	Knoxville, Tenn.	475	Newton, Mass.	2,600
Teachers—women	Elmira, N.Y. / Chelsea, Mass.	300	Covington, Ky.	1,250
Elementary schools:				
Principals—men	Jacksonville, Fla.	320	Holyoke, Mass. / Newton, Mass. / Brockton, Mass.	2,000
Principals—women	Montgomery, Ala.	240	Bayonne, N. J.	1,900
Teachers—men	Dubuque, Ia.	250	Holyoke, Mass. / Butte, Mont.	900
Teachers—women	Knoxville, Tenn.	200	Butte, Mont.	900

Position	Lowest Average Salary		Highest Average Salary	
	City	Amount	City	Amount
High Schools:				
Principals	Knoxville, Tenn.	$855	Newton, Mass.	$3,250
Teachers	Knoxville, Tenn.	540	Newton, Mass.	1,245
Principals and teachers	Knoxville, Tenn.	607	Newton, Mass.	1,291
Elementary schools:				
Principals	Jacksonville, Fla.	493	Bayonne, N. J.	1,900
Teachers	Jacksonville, Fla.	321	Butte, Mont.	823
Principals and teachers	Jacksonville, Fla.	350	Butte, Mont.	850

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table:

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 58 CITIES OF 30,000 TO 50,000 POPULATION

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
83. Holyoke, Mass.	1	$2,400	21	$ 921	22	$1,036	12	$1,321	133	$607	145	$666
84. Youngstown, Ohio	1	2,200	13	1,154	14	1,229	18	1,017	152	474	170	544
85. Fort Wayne, Ind.	1	2,000	14	913	15	985	15	860	125	500	140	539
86. Akron, Ohio	1	1,800	21	879	22	920	13	969	173	502	186	535
87. Tacoma, Wash.	1	1,800	19	924	20	968	19	1,124	167	667	186	714
88. Covington, Ky.	1	1,600	6	917	7	1,157	..	.....	89	570	89	570
89. Lancaster, Pa.	4	863	8	616	12	698	19	567	89	419	108	445
90. Lincoln, Neb.	1	2,000	29	731	30	773	16	766	107	561	123	587
92. Brockton, Mass.	1	2,100	20	940	21	995	17	1,128	152	557	169	622
93. Schenectady, N.Y.	1	2,000	17	818	18	883	9	811	117	503	126	525
94. Pawtucket, R. I.	1	2,200	10	960	11	1,073	20	772	120	525	140	560
95. Birmingham, Ala.	2	1,215	13	658	15	732	10	875	89	426	99	472
97. Spokane, Wash.	1	1,500	28	937	29	957	19	997	187	646	206	678
98. Altoona, Pa.	1	1,485	9	805	10	873	12	866	137	443	149	477
99. Augusta, Ga.	1	1,800	4	675	5	900	7	1,104	82	450	89	502
100. Saginaw, Mich.	1	1,800	18	815	19	867	12	908	88	457	100	511
104. Wheeling, W.Va.	1	1,600	9	743	10	829	8	1,288	126	473	134	506
106. Johnstown, Pa.	1	1,300	10	819	11	863	22	732	118	522	140	555
107. Haverhill, Mass.	1	2,300	18	908	19	982	16	869	119	528	135	568

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 58 CITIES OF 30,000 TO 50,000 POPULATION—*Continued*

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
108. Terre Haute, Ind....	1	$1,700	24	$ 809	25	$ 844	23	$ 873	162	$522	185	$565
109. Allentown, Pa.....	1	1,200	13	842	14	637	16	646	108	486	124	506
110. McKeesport, Pa.....	1	1,450	7	906	8	974	9	1,189	135	502	144	545
111. Dubuque, Ia.....	1	2,000	13	862	14	943	9	1,144	100	455	109	511
112. Davenport, Ia.....	1	1,800	17	935	18	983	13	1,169	147	520	160	573
114. Salem, Mass.....	1	2,500	17	982	18	1,067	21	931	89	570	110	639
115. Elmira, N.Y.....	1	2,300	21	605	22	682	10	1,315	114	423	124	495
116. Malden, Mass.....	1	2,400	24	960	25	1,018	15	1,180	127	585	142	647
117. Bayonne, N. J.....	1	1,900	10	905	11	995	7	1,900	147	582	154	642
118. Superior, Wis.....	2	1,368	13	774	15	853	9	957	116	555	125	584
119. York, Pa.....	1	1,500	12	679	13	742	10	504	108	391	118	400
120. Newton, Mass.....	1	3,250	21	1,245	22	1,291	22	1,400	149	659	171	755
121. Springfield, Ill.....	1	1,800	18	906	19	952	14	1,139	102	510	116	586
122. Butte, Mont.....	1	2,200	18	1,028	19	1,090	15	1,137	156	823	171	850
123. Chester, Pa.....	1	1,425	12	689	13	745	4	701	126	437	130	445
124. Chelsea, Mass.....	1	2,800	16	916	17	1,026	12	1,069	117	552	129	600
125. Topeka, Kans.....	1	1 620	22	767	23	804	21	841	121	495	142	546
126. Fitchburg, Mass....	1	1,900	23	941	24	981	9	1,022	77	644	86	683
127. Knoxville, Tenn.....	3	855	11	540	14	607	10	584	80	390	90	411
128. East St. Louis, Ill...	1	1,600	12	925	13	977	11	1,118	100	558	111	631
129. Rockford, Ill.....	1	2,000	19	720	20	784	16	738	112	477	128	457
130. Atlantic City, N. J...	1	1,500	8	791	9	836	5	650	93	484	98	492
131. Montgomery, Ala...	2	1,045	7	683	9	763	12	545	76	357	88	383
132. Taunton, Mass.....	1	2,000	11	909	12	1,000	18	768	111	488	129	527
133. Newcastle, Pa.....	1	1,400	8	761	9	832	12	833	113	420	125	460
134. Passaic, N. J.....	1	1,900	11	877	12	963	8	819	111	572	119	588
135. Canton, O.....	1	1,520	16	870	17	908	14	940	123	536	137	578
136. Jacksonville, Fla....	1	1,200	5	640	6	733	19	493	92	321	111	350
137. Galveston, Tex.....	1	2,000	6	1,018	7	1,159	9	1,375	79	525	88	612
138. Sioux City, Ia.....	1	1,800	18	663	19	722	17	816	165	450	182	484
139. Auburn, N.Y.....	1	2,500	13	931	14	1,043	12	742	94	419	106	456
140. Racine, Wis.....	1	1,800	13	819	14	889	9	1,322	98	494	107	564
141. South Omaha, Neb..	1	1,200	14	762	15	791	10	738	97	546	107	564
142. Joplin, Mo.....	1	1,080	10	592	11	636	12	624	84	390	96	419
143. Joliet, Ill.....	.	.....	..	.....	..	.....	21	649	95	433	116	498
144. Chattanooga, Tenn..	1	1,200	9	632	10	689	6	848	79	387	85	419
145. Woonsocket, R. I....	1	1,500	8	788	9	867	17	629	60	453	77	492
146. Sacramento, Calif...	1	2,500	12	1,083	13	1,192	12	1,238	99	764	111	815
147. La Crosse, Wis.....	1	1,700	11	743	12	822	6	1,242	110	477	116	517
Total.....	65	$1,682	810	$850	875	$912	759	$922	6,642	$517	7,401	$558

CITIES WITH POPULATION OF 20,000 TO 30,000

The cities in this group number 74, Oshkosh, Wis., with a population of 29,919, being the largest, and Sandusky, Ohio, with 20,021, the smallest.

The average yearly salary of superintendent for the 67 cities reporting in regard to this item is $2,313, ranging from $4,000 in Brookline, Mass., to $1,500, which is paid in five cities—Newport News, Va.; Roanoke, Va.; Columbus, S. C.; Bangor, Me.; Warwick, R. I.

The average yearly salaries for the several classes of teachers for the entire group have been shown in the first summary table (Table A) preceding and need not be repeated here.

The lowest and highest individual and average yearly salaries in the cities of this group and the cities in which paid are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 20,000 TO 30,000 POPULATION

Position	Lowest Individual Salary		Highest Individual Salary	
	City	Amount	City	Amount
Superintendents	Newport News, Va.; Roanoke, Va.; Columbia, S. C.; Bangor, Me.; Warwick, R. I.	$1,500	Brookline, Mass.	$4,000
High schools:				
Principals	New Albany, Ind.; Springfield, Mo.	720	Brookline, Mass.	3,500
Teachers—men	Muncie, Ind.	450	Brookline, Mass.	2,800
Teachers—women	Bangor, Me.	360	San Jose, Calif.	1,320
Elementary schools:				
Principals—men	Newport News, Va.	405	East Orange, N. J.	2,500
Principals—women	Concord, N. H.	325	Brookline, Mass.	2,000
Teachers—men	Springfield, Mo.	315	San Jose, Calif.	840
Teachers—women	Cedar Rapids, Ia.	225	Pueblo, Colo.; Evanston, Ill.	950

Position	Lowest Average Salary		Highest Average Salary	
	City	Amount	City	Amount
High schools:				
Principals	Columbia, S. C.	$810	Brookline, Mass.	$3,500
Teachers	Columbia, S. C.	495	Newport, R. I.	1,296
Principals and teachers	Columbia, S. C.	574	Brookline, Mass.	1,550
Elementary schools:				
Principals	Oswego, N. Y.	491	East Orange, N. J.	2,267
Teachers	Springfield, Mo.	353	San Jose, Calif.	760
Principals and teachers	Springfield, Mo.	378	San Jose, Calif.	810

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table:

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS IN 74 CITIES OF 20,000 TO 30,000 POPULATION

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
148. Oshkosh, Wis.	1	$1,500	12	$ 681	13	$ 744	10	$1,010	74	$479	84	$543
150. Williamsport, Pa.	1	1,700	5	766	6	922	20	723	84	448	104	501
151. Pueblo, Colo.	1	1,600	12	864	13	921	7	949	72	605	79	635
153. New Britain, Conn.	1	2,700	12	829	13	973	9	714	66	451	75	482
154. Everett, Mass.	1	2,500	12	871	13	996	15	950	119	528	134	575
155. Cedar Rapids, Ia.	1	1,550	17	744	18	788	10	788	112	429	122	459
157. Bay City, Mich.	1	1,600	18	800	19	842	9	668	74	418	83	445
158. Fort Worth, Tex.	1	1,500	14	869	15	911	10	1,064	79	516	89	578
159. Easton, Pa.	1	1,400	11	1,055	12	1,083	14	759	85	439	99	484
160. Gloucester, Mass.	1	2,300	13	777	14	886	19	605	86	388	105	428
161. West Hoboken, N. J.	..	.....	3	1,050	3	1,050	4	1,176	77	502	81	535
162. North Adams, Mass.	1	2,500	9	769	10	942	9	692	86	460	95	482
163. Jackson City, Mich.	2	1,200	10	695	12	779	14	617	67	473	81	498
164. Kalamazoo, Mich.	1	1,300	18	696	19	728	9	683	76	410	85	439
165. Quincy, Mass.	1	2,200	17	738	18	819	8	1,400	109	482	117	544
166. Hamilton, Ohio.	1	1,700	9	792	10	883	8	962	75	483	83	529
168. Kingston, N. Y.	2	2,150	14	777	16	948	7	1,014	70	486	77	534
169. Newburg, N. Y.	1	1,500	14	775	15	823	5	1,220	85	463	90	505
170. Aurora, Ill.	2	1,550	18	764	20	843	5	805	64	532	69	552

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 74 CITIES OF 20,000 TO 30,000 POPULATION—*Continued*

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
171. Lima, Ohio	1	$1,500	8	$ 625	9	$ 723	9	$ 697	82	$393	91	$423
172. Nashua, N. H.	1	2,000	9	767	10	890	5	720	48	416	53	444
173. Meriden, Conn.	1	2,000	12	742	13	838	11	1,123	83	490	94	564
174. Jamestown, N. Y.	1	1,800	16	700	17	765	12	648	58	440	70	475
175. Wichita, Kans.	1	1,300	14	714	15	753	13	670	87	419	100	452
176. Waltham, Mass.	1	2,000	14	900	15	973	11	858	63	594	74	633
177. Poughkeepsie, N. Y.	1	2,000	13	819	14	904	10	653	57	474	67	500
178. Muncie, Ind.	1	1,260	12	690	13	734	8	630	61	495	69	510
179. Lewiston, Me.	1	1,800	7	664	8	806	1	1,500	59	419	60	442
181. Cohoes, N. Y.	1	1,250	3	705	4	841	9	630	36	472	45	503
182. Zanesville, Ohio	1	1,450	12	656	13	717	8	555	75	525	83	528
183. Bloomington, Ill.	1	1,600	16	813	17	859	11	705	75	471	86	501
184. Newport News, Va.	1	900	4	630	5	684	5	567	44	409	49	425
185. Colorado Spr., Col.	1	1,900	15	1,009	16	1,065	14	1,076	93	730	107	775
186. Sheboygan, Wis.	1	1,400	10	735	11	795	6	1,067	63	458	69	511
187. East Orange, N. J.	1	2,900	17	1,144	18	1,242	6	2,267	75	660	81	779
188. Elgin, Ill.	1	1,550	19	812	20	849	10	722	76	497	86	523
189. Watertown, N. Y.	1	2,000	14	736	15	820	10	548	85	373	95	392
190. Springfield, Mo.	2	1,260	12	653	14	739	8	585	65	353	73	378
191. Austin, Texas	1	1,500	11	738	12	802	6	889	44	504	50	550
193. Burlington, Iowa	1	1,500	12	739	13	798	11	1,014	92	474	103	532
194. Clinton, Iowa	1	1,850	10	739	11	840	9	738	56	437	65	479
195. Pittsfield, Mass.	1	2,000	9	804	10	924	11	925	96	429	107	480
196. Roanoke, Va.	1	1,125	7	739	8	788	7	823	51	392	58	444
197. Amsterdam, N. Y.	1	1,800	7	714	8	850	5	800	52	543	57	566
198. Anderson, Ind.	1	1,600	13	790	14	848	10	644	64	499	74	518
199. Norristown, Pa.	1	1,800	11	723	12	813	6	750	52	442	58	474
200. Columbia, S. C.	1	810	3	495	4	574	4	653	37	360	41	389
201. Newport, R. I.	2	2,750	12	1,296	14	1,504	9	884	55	531	64	581
202. Decatur, Ill.	1	1,600	18	688	19	736	11	705	59	466	70	503
203. Bangor, Me.	1	2,200	14	683	15	784	2	1,125	79	413	81	431
204. Waco, Texas	2	1,155	8	745	10	827	10	842	62	576	72	613
205. San Jose, Cal.	1	2,640	10	1,284	11	1,407	7	1,321	86	769	93	810
206. Oswego, N. Y.	1	1,600	11	525	12	615	22	491	53	383	75	415
207. Warwick, R. I.	....	....	...	....	..	....	14	765	55	429	69	497
208. Brookline, Mass.	1	3,500	16	1,428	17	1,550	11	1,314	79	711	90	784
209. Niagara Falls, N. Y.	1	1,800	15	707	16	775	8	863	75	443	83	483
210. Shenandoah, Pa.	1	900	4	619	5	675	..	....	55	308	55	398
214. Rock Island, Ill.	1	1,500	10	795	11	859	9	768	64	456	73	495
215. Evanston, Ill.	....	....	...	....	..	....	6	975	45	716	51	746
216. Leavenworth, Kans.	1	1,575	5	792	6	923	8	743	52	447	60	486
217. Port Huron, Mich.	1	1,200	8	713	9	767	12	515	61	302	73	413
218. Paducah, Ky.	1	1,200	3	600	4	750	5	700	58	407	63	430
219. Madison, Wis.	1	2,000	18	697	19	766	9	645	51	448	60	477
220. Chicopee, Mass.	1	1,800	6	783	7	929	9	544	68	418	77	433
222. New Albany, Ind.	2	968	6	639	8	721	11	765	58	440	69	492
223. New Brunswick, N. J.	1	1,500	9	828	10	895	6	719	48	460	54	489
224. Concord, N. H.	1	2,400	10	778	11	925	11	598	36	476	47	505
225. Medford, Mass.	1	2,000	17	882	18	944	5	1,500	75	583	80	641
226. Muskegon, Mich.	2	1,700	26	836	28	897	13	494	56	417	69	432
227. Battle Creek, Mich.	1	1,500	11	818	12	875	9	547	51	447	60	462
228. Winona, Minn.	1	1,600	13	777	14	836	8	769	58	485	66	519
229. Perth Amboy, N. J.	1	1,100	4	838	5	890	6	808	59	459	65	490
230. Green Bay, Wis.	2	1,413	12	621	14	734	10	581	59	459	69	476
232. Sandusky, Ohio.	1	1,200	6	813	7	868	7	664	55	430	62	457
Total	80	$1,691	820	$798	900	$877	666	$794	5,001	$479	5,667	$516

CITIES WITH POPULATION OF 15,000 TO 20,000

The cities in this group number 60, Marion, Ind., with a population of 19,908, being the largest, and Ogdensburg, N. Y., with 15,033, the smallest.

The average yearly salary of superintendent for the 55 cities reporting is $2,034, ranging from $4,000 in Montclair, N. J., where the superintendent acts as principal of the high school also, to $440 in Danville, Va.

The average yearly salaries for the several classes of teachers for the entire group have been shown in the first summary table (Table A) preceding and need not be repeated here.

The lowest and highest individual and average yearly salaries in the cities of this group and the cities in which paid are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 15,000 TO 20,000 POPULATION

Position	Lowest Individual Salary		Highest Individual Salary	
	City	Amount	City	Amount
Superintendents	Danville, Va.	$440	Plainfield, N. J.	a$3,800
High schools:				
Principals	Danville, Va.	720	Stamford, Conn.	a2,300
Teachers—men	Asheville, N. C.	450	Ann Arbor, Mich.	1,700
Teachers—women	Columbus, Ga.	315	Montclair, N. J.	1,600
Elementary schools:				
Principals—men	Danville, Va.	360	Berkeley, Cal.	1,800
Principals—women	Lebanon, Pa.	352	Montclair, N. J.	1,500
Teachers—men	Ogden, Utah / Atchison, Kans.	360	Union, N. J. / New Rochelle, N.Y	800
Teachers—women	Burlington, Vt.	216	New Rochelle, N.Y / Montclair, N. J.	900

Position	Lowest Average Salary		Highest Average Salary	
	City	Amount	City	Amount
High schools:				
Principals	Danville, Va.	720	Stamford, Conn.	a$2,300
Teachers	Danville, Va.	405	Berkeley, Calif.	1,222
Principals and teachers	Danville, Va.	510	Lafayette, Ind.	b1,500
Elementary schools:				
Principals	Lebanon, Pa.	425	Berkeley, Calif.	1,307
Teachers	Key West, Fla.	316	Alameda, Calif.	785
Principals and teachers	Lebanon, Pa.	360	Alameda, Calif.	825

a Not including one city in which the superintendent is also principal of the high school (Montclair, N. J., $4,000).

b Employ principal only. Highest average where both principal and teachers are employed—Berkeley, Calif., $1,263.

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table:

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 60 CITIES OF 15,000 TO 20,000 POPULATION

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
233. Marion, Ind.	1	$1,500	11	$ 830	12	$ 886	9	$ 785	77	$525	86	$552
234. Burlington, Vt.	1	2,200	12	667	13	785	8	619	45	422	53	452
235. Northampton, Mass	1	1,700	11	705	12	788	3	1,100	68	452	71	480
236. Gloversville, N. Y.	1	1,600	11	627	12	708	9	575	48	424	57	448
237. Galesburg, Ill.	1	2,000	17	726	18	797	8	714	62	468	70	495
238. Central Falls, R. I.	1	1,600	4	773	5	938	8	560	40	450	48	468
240. Ottumwa, Iowa.	1	1,500	10	770	11	836	9	670	72	422	81	449
241. Lorain, Ohio.	1	1,200	7	699	8	761	6	758	58	466	64	494
242. Shamokin, Pa.	1	1,200	7	839	8	884	6	617	57	381	63	404
243. Newark, Ohio.	1	1,400	9	733	10	800	10	558	61	430	71	448
244. Portsmouth, Ohio.	1	1,200	7	900	8	938	8	599	57	404	65	428
247. Mansfield, Ohio.	1	1,500	11	630	12	703	8	698	55	402	63	439
248. Richmond, Ind.	1	1,500	12	883	13	931	9	787	58	554	67	585
249. New London, Conn.	(a)	(a)	(a)	(a)	(a)	(a)	5	800	61	481	66	505
250. Lafayette, Ind.	1	1,500	...	....	1	1,500	7	971	72	544	79	582
252. Lebanon, Pa.	1	1,000	5	685	6	738	12	425	54	346	66	360
253. E. Liverpool, Ohio.	1	1,350	8	731	9	800	8	560	53	365	61	391
255. Stockton, Calif.	1	2,250	11	1,018	12	1,121	10	1,095	47	751	57	812
256. San Diego, Calif.	1	1,600	14	923	15	968	7	1,050	56	694	63	733
257. Great Falls, Mont.	1	1,300	6	906	7	963	7	841	47	749	54	761
258. Belleville, Ill.	1	1,300	5	880	6	950	6	725	54	458	60	485
259. Alameda, Calif.	1	1,925	12	1,063	13	1,130	6	1,293	70	785	76	825
260. Danville, Ill.	1	1,250	9	712	10	766	7	750	52	416	59	456
261. Columbus, Ga.	1	1,200	5	587	6	689	4	1,125	34	515	38	579
262. Portsmouth, Va.	1	1,200	2	625	3	817	3	900	33	409	36	450
263. Marinette, Wis.	1	1,000	8	608	9	651	7	579	46	422	53	442
264. El Paso, Texas.	1	1,350	9	883	10	930	7	994	58	712	65	742
265. Eau Claire, Wis.	1	1,750	12	665	13	748	17	659	71	409	88	458
266. Lansing, Mich.	1	1,400	13	671	14	723	12	525	56	404	68	426
267. Braddock, Pa.	1	1,350	4	741	5	863	4	833	44	491	48	520
268. Danville, Va.	1	720	2	405	3	510	5	614	47	351	52	377
269. Logansport, Ind.	1	1,200	8	692	9	748	5	693	56	470	61	489
270. Shreveport, La.	1	1,800	4	969	5	1,134	4	698	31	512	35	533
271. Key West, Fla.	..	.....	..	.....	..	.....	4	680	22	316	26	372
272. Stamford, Conn.	1	2,300	10	1,068	11	1,180	9	1,172	81	492	90	560
273. Lockport, N. Y.	1	1,800	11	768	12	854	9	650	53	425	62	457
274. Ogden, Utah.	1	1,200	11	781	12	816	11	778	84	418	95	460
276. Plainfield, N. J.	1	2,000	9	892	10	1,003	5	830	51	567	56	591
277. Union, N. J.	1	1,600	7	836	8	929	1	1,200	46	542	47	556
279. New Rochelle, N. Y.	1	1,800	13	831	14	900	5	1,140	70	675	75	706
280. Berkeley, Calif.	1	2,000	18	1,222	19	1,263	6	1,307	65	735	71	784
281. Elkhart, Ind.	1	1,420	9	702	10	773	8	615	49	476	57	495
282. Atchison, Kans.	1	900	3	585	4	664	4	585	34	408	38	427
283. Parkersburg, W. Va.	2	998	6	737	8	802	10	663	59	419	69	454
284. Pottsville, Pa.	1	1,700	4	975	5	1,120	10	702	44	418	54	471
285. Michigan City, Ind.	1	1,200	5	771	6	843	5	521	51	487	56	490
286. Appleton, Wis.	2	1,500	13	687	15	795	2	1,150	48	418	50	447
287. Fond du Lac, Wis.	1	1,300	12	708	13	754	7	621	39	428	46	458
288. Ann Arbor, Mich.	1	1,800	19	939	20	983	8	575	39	446	47	468
289. Asheville, N. C.	1	1,100	4	446	5	576	5	576	34	354	39	382
291. Bradford, Pa.	1	1,450	10	726	11	791	6	700	46	434	52	465
292. Jacksonville, Ill.	1	1,200	9	680	10	732	6	668	47	495	53	515
293. Sedalia, Mo.	1	1,260	8	614	9	686	8	578	48	361	56	392
294. Montclair, N. J.	(b)	(b)	20	1,073	20	1,073	6	1,208	50	654	56	713
295. Rome, N. Y.	1	1,700	6	604	7	761	7	579	33	419	40	447
296. Alton, Ill.	1	1,500	6	850	7	943	8	756	39	481	47	528
297. Middletown, N. Y.	1	1,600	4	863	5	1,010	7	621	43	454	50	478
300. Hazelton, Pa.	1	1,200	6	668	7	744	7	624	47	432	54	457
301. Waterloo, Iowa.	1	900	7	540	8	596	7	612	25	454	32	488
302. Ogdensburg, N. Y.	1	1,800	6	742	7	893	6	492	30	378	36	397
Total	59	$1,464	502	$ 799	561	$ 869	421	$ 733	3,077	$486	3,498	$515

a No high schools, two endowed schools giving pupils from grammar schools a high school education free.

b Principal also superintendent of schools.

CITIES WITH POPULATION OF 10,000 TO 15,000

The cities in this group number 110, Kankakee, Ill., with a population of 14,966, being the largest, and Beaver Falls, Pa., with 10,150, the smallest.

The average yearly salary of superintendent in the 106 cities reporting that item is $1,883, ranging from $3,250 in Morristown, N. J., where the superintendent acts as principal of the high school also, to $1,000 in Galena, Kans.

The average yearly salaries for the several classes of teachers for the entire group have been shown in the first summary (Table A) preceding and need not be repeated here.

The lowest and highest individual and average yearly salaries in the cities of this group and the cities in which paid are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 10,000 TO 15,000 POPULATION

Position	Lowest Individual Salary		Highest Individual Salary	
	City	Amount	City	Amount
Superintendents	Galena, Kans.	$1,000	Morristown, N. J.	a$3,250
High schools:				
Principals	Galena, Kans.	560	Westfield, Mass.	2,600
Teachers—men	Columbia, Pa.	360	La Salle, Ill.	1,750
Teachers—women	Mt. Carmel, Pa.	270	Westfield, Mass.	1,200
Elementary schools:				
Principals	Owensboro, Ky.	405	Harrison, N. J.	1,700
Principals—women	Huntington, W. Va.	300	Portsmouth, N. H.	1,200
Teachers—men	Charleston, W. Va.	393	Fresno, Calif.	1,045
Teachers—women	Charleston, W. Va.	180	Harrison, N. J.	1,000

Position	Lowest Average Salary		Highest Average Salary	
	City	Amount	City	Amount
High schools:				
Principals	Galena, Kans.	$560	Westfield, Mass.	$2,600
Teachers	Mt. Carmel, Pa.	409	La Salle, Ill.	1,133
Principals and teachers	Spartansburg, S. C.	443	La Salle, Ill.	1,231
Elementary schools:				
Principals	Galena, Kans.	427	Harrison, N. J.	1,700
Teachers	Mt. Carmel, Pa.	311	Fresno, Calif.	723
Principals and teachers	Huntington, W. Va.	329	Harrison, N. J.	772

a Also acts as principal of high school.

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table:

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 110 CITIES OF 10,000 TO 15,000 POPULATION

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
303. Kankakee, Ill.	1	$1,500	5	$ 709	6	$ 841	7	$ 527	34	$389	41	$412
304. Plymouth, Pa.	1	765	1	720	2	743	3	585	35	378	38	394
305. Cranston, R. I.	1	1,500	6	942	7	1,021	14	652	40	445	54	498
306. Streator, Ill.	1	2,000	9	869	10	982	9	588	41	506	50	521
307. Marietta, O.	1	1,200	5	760	6	833	6	875	51	466	57	509
308. Muscatine, Ia.	1	1,200	8	606	9	672	8	769	54	453	62	493
309. Cheyenne, Wyo.	1	1,200	3	740	4	855	4	752	25	648	29	662
310. Keokuk, Ia.	1	1,330	7	765	8	823	6	868	48	464	54	509
311. Beverly, Mass.	1	2,000	15	760	16	838	11	623	54	486	65	905
312. Watervliet, N. Y.	1	1,000	..	.....	1	1,000	6	600	36	456	42	477
313. Manistee, Mich.	2	1,025	10	615	12	683	5	565	51	389	56	404
314. Bridgeton, N. J.	1	1,000	5	515	6	596	3	617	42	386	45	401
315. Mt. Carmel, Pa.	1	1,080	7	409	8	493	5	461	29	311	34	333
316. Clinton, Mass.	1	1,600	5	770	6	908	..	.....	44	463	44	463
317. Newburyport, Mass.	1	2,000	7	807	8	956	8	738	29	409	37	479
318. Steubenville, O.	1	1,400	5	770	6	875	6	825	43	463	49	508
321. Wilkinsburg, Pa.	1	1,200	5	783	6	853	3	900	47	580	50	599
322. Fort Dodge, Ia.	1	1,400	7	624	8	721	4	540	38	441	42	450
323. Woburn, Mass.	1	2,000	10	730	11	845	13	691	46	498	59	541
324. Melrose, Mass.	1	2,100	14	827	15	912	5	1,040	57	523	62	563
325. Hammond, Ind.	1	1,000	6	641	7	693	5	623	39	504	44	518
326. Carbondale, Pa.	1	1,500	8	688	9	778	9	567	42	442	51	463
327. Ashtabula, O.	1	900	4	621	5	677	6	559	30	396	36	423
328. Freeport, Ill	1	1,100	8	738	9	778	5	720	38	440	43	473
329. Mahanoy City, Pa.	1	900	2	698	3	765	..	.....	43	454	43	454
330. Hyde Park, Mass.	1	2.000	13	738	14	829	4	1,300	33	464	37	554
333. Laredo, Tex.	..	.....	2	540	2	540	..	.....	19	476	19	476
334. Ashland, Wis.	1	1,200	11	674	12	718	6	697	43	530	49	550
335. Oil City, Pa.	1	1,700	8	738	9	845	..	.....	49	482	49	482
336. Homestead, Pa.	..	.....	3	750	3	750	5	700	44	565	49	579
338. Leominster, Mass.	1	1,600	12	638	13	712	7	589	35	443	42	468
339. Janesville, Wis.	..	.....	14	694	14	694	..	.....	51	382	51	382
342. Owensboro, Ky.	1	1,200	6	630	7	711	6	608	38	374	44	406
343. Pottstown, Pa.	1	1,000	6	750	7	786	..	.....	64	383	64	383
344. Helena, Mont.	1	2,000	10	887	11	988	7	906	34	707	41	741
345. Ithaca, N. Y.	1	1,500	15	885	16	923	..	.....	42	471	42	471
347. Marlboro, Mass.	1	1,800	10	628	11	643	4	900	49	500	53	530
349. Chillicothe, O.	1	1,300	5	670	6	775	4	850	55	417	59	447
350. Menominee, Mich.	1	950	6	602	7	651	6	482	35	427	41	435
351. Auburn, Me.	1	1,600	11	600	12	683	7	473	56	320	63	337
352. Ansonia, Conn.	1	1,000	4	625	5	700	..	.....	57	551	57	551
354. Dover, N. H.	1	1,700	5	680	6	850	2	900	34	444	36	470
355. Wausau, Wis.	1	1,500	6	658	7	779	8	566	43	410	51	435
356. East Providence, R.I.	1	1,500	6	633	7	757	7	649	56	401	63	429
357. Cairo, Ill.	2	1,050	8	644	10	726	5	662	32	397	37	433
359. W. Bay City, Mich.	1	900	9	564	10	598	5	525	46	373	51	388
360. Spartansburg, S. C.	1	900	5	351	6	443	2	558	21	339	23	358
361. Leadville, Colo.	1	1,200	6	1,000	7	1,029	5	948	27	691	32	731
362. Westfield, Mass.	1	2,600	9	1,039	10	1,195	5	780	35	464	40	504
364. Marion, O.	1	1,000	8	675	9	711	7	514	45	397	52	413
366. Fresno, Calif.	1	1,600	9	1,083	10	1,135	8	1,069	66	723	74	761
367. Natchez, Miss.	1	1,500	3	602	4	826	1	675	33	415	34	422
368. Manitowoc, Wis.	1	1,700	7	729	8	850	..	.....	17	441	17	441
370. Columbia, Pa.	1	810	3	465	4	551	1	675	39	365	40	382
371. Oklahoma, Okla.	1	1,400	11	680	12	740	6	690	87	455	93	470
372. Hannibal, Mo.	1	1,200	6	690	7	763	7	801	45	375	52	432
375. Marshalltown, Ia.	1	1,500	9	618	10	706	5	644	43	462	48	481
376. Lansingburg, N. Y.	1	1,200	5	620	6	717	5	670	46	470	51	489
377. Saratoga Spr., N. Y.	1	1,500	6	767	7	871	6	875	36	466	42	524
378. Massillon, O.	1	1,200	4	650	5	760	6	688	38	450	44	483
379. Huntington, W. Va.	2	660	3	573	5	608	4	480	43	319	47	329
380. Attleboro, Mass.	1	1,750	6	608	7	771	4	748	49	448	53	470
381. Charleston, W. Va.	1	900	5	592	6	644	8	530	63	375	71	392
382. Galena, Kans.	1	560	3	413	4	450	3	427	18	329	21	343
383. Dunkirk, N. Y.	2	1,150	6	700	8	813	15	510	31	446	46	467
384. Morristown, N. J.	..	.....	6	783	6	783	1	850	30	577	31	585
385. Hornellsville, N. Y.	..	.....	11	618	11	618	5	706	40	392	45	433
386. Greenwich, Conn.	..	.....	4	775	4	775	..	.....	15	610	15	610
387. Milford, Mass	1	1,700	5	650	6	825	5	560	36	392	41	412
388. Ironton, O.	1	1,200	3	675	4	806	4	675	44	389	48	413
389. Fort Smith. Ark.	1	1,215	7	836	8	883	7	780	43	468	50	512
391. Greensboro, N. C.	..	.....	..	.....	..	.....	2	675	35	406	37	421

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 110 CITIES OF 10,000 TO 15,000 POPULATION—*Continued*

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
392. Kearney, N. J.	..	.....	4	$ 888	4	$ 888	6	$ 996	42	$520	48	$580
394. Tiffin, O.	1	$1,100	5	625	6	704	4	644	26	426	30	455
395. Phillipsburg, N. J.	1	1,000	4	775	5	820	2	650	40	474	42	482
396. Sault Ste Marie, Mich	1	925	7	671	8	706	6	646	44	500	50	520
397. Pine Bluff, Ark.	1	1,125	1	1,125	2	1,125	2	855	56	474	58	487
398. Peabody, Mass.	1	1,700	8	731	9	839	7	829	36	432	43	496
400. Framingham, Mass.	1	1,900	7	779	8	919	6	663	36	467	42	471
401. Naugatuck, Conn.	1	1,200	5	770	6	842	10	609	34	498	44	523
402. Corning, N. Y.	..	.....	6	721	6	721	1	700	20	473	21	483
403. Revere, Mass.	1	1,500	5	600	6	750	9	800	56	499	65	541
404. Rutland, Vt.	1	1,500	7	671	8	775	8	478	32	404	40	419
405. Adams, Mass.	1	1,600	6	667	7	800	4	875	40	419	44	460
406. Beloit, Wis.	1	1,000	9	618	10	656	6	586	44	425	50	444
407. Walla Walla, Wash.	1	1,000	5	780	6	817	4	938	44	626	48	652
408. Gardner, Mass.	1	1,800	11	659	12	754	6	456	33	371	39	384
410. Butler, Pa.	1	1,500	4	619	5	795	5	900	44	411	49	461
411. Weymouth, Mass.	1	1,400	6	625	7	736	9	689	59	521	68	543
412. Guthrie, Okla.	1	1,200	9	680	10	732	5	630	38	443	43	465
414. Kokomo. Ind.	1	1,200	10	630	11	682	6	630	41	458	47	480
415. Harrison, N. J.	..	.....	..	.....	..	.....	2	1,700	16	655	18	772
416. Geneva, N. Y.	2	950	9	639	11	695	8	600	23	480	31	511
417. Pittsburg, Kans.	1	720	9	483	10	507	4	540	40	377	44	392
418. Mankato, Minn.	1	850	6	660	7	687	2	585	32	447	34	455
419. Lawrence, Kans.	1	1,400	10	576	11	651	7	614	31	425	38	457
420. Sherman, Tex.	1	1,000	..	.....	1	1,000	4	686	37	528	41	543
421. Bath, Me.	1	1,500	6	721	7	832	13	459	32	357	45	364
422. Ottawa, Ill.	1	2,100	5	1,120	6	1,133	5	1,000	41	540	46	590
423. Portsmouth, N. H.	1	1,700	9	725	10	721	3	1,167	32	470	35	530
424. Little Falls, N. Y.	..	.....	6	742	6	742	2	800	24	483	26	508
425. Johnstown, N. Y.	1	1,300	6	650	7	743	4	525	36	424	40	435
428. Southbridge, Mass.	..	.....	4	663	4	663	8	453	24	384	32	401
429. Athens, Ga.	2	1,500	..	.....	2	1,500	2	630	21	497	23	508
430. Henderson, Ky.	1	1,200	6	575	7	750	5	810	38	399	43	447
432. LaSalle, Ill.	1	2,400	12	1,133	13	1,231	5	650	23	557	28	573
434. Peekskill, N. Y.	..	.....	2	550	2	550	3	542	21	461	24	471
435. Meadville, Pa.	1	900	9	580	10	612	2	800	36	465	38	483
436. Marquette, Mich.	1	1,250	7	829	8	931	7	657	28	496	35	528
438. Beaver Falls, Pa.	1	1,000	3	765	4	824	4	545	31	413	35	428
Total	103	$1,317	701	$ 709	804	$ 787	552	$ 680	4,307	$456	4,859	$482

CITIES WITH POPULATION OF 8,000 TO 10,000

The cities in this group number 87, Hot Springs, Ark., with a population in 1900 of 9,973, being the largest, and Cripple Creek, Colo., with 7,000, the smallest.

The average yearly salary of superintendent in 85 cities reporting is $1,770, ranging from $3,000 in Bloomfield and Long Branch, N. J., to $750 in Annapolis, Md.

The average yearly salaries for the several classes of teachers for the entire group have been shown in the first summary table (Table A) preceding and need not be repeated here.

The lowest and highest individual and average yearly salaries in the cities of this group and the cities in which paid are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 8,000 TO 10,000 POPULATION

Position	Lowest Individual Salary		Highest Individual Salary	
	City	Amount	City	Amount
Superintendents	Annapolis, Md.	a$750	Bloomfield, N. J. / Long Branch, N.J.a	$3,000
High schools:				
Principals	Newbern, N. C.	600	Arlington, Mass.	2,400
Teachers—men	Owosso, Mich. / Frederick, Md.	500	Long Branch, N. J.	1,400
Teachers—women	Frederick, Md.	234	Pasadena, Calif.	1,100
Elementary schools:				
Principals—men	Newbern, N. C.	320	Watertown, Mass.	1,400
Principals—women	Warren, Pa.	405	Pasadena, Calif. / Wakefield, Mass. / West Chester, Pa.	1,000
Teachers—men	Frederick, Md.	195	Plymouth, Mass.	900
Teachers—women	Frederick, Md.	150	Plattsburg, N.Y.	850

Position	Lowest Average Salary		Highest Average Salary	
	City	Amount	City	Amount
High schools:				
Principals	Newbern, N. C.	$600	Arlington, Mass.	$2,400
Teachers	Annapolis, Md.	300	Cripple Creek, Colo.	1,080
Principals and teachers	Annapolis, Md.	300	Cripple Creek, Colo.	1,125
Elementary schools:				
Principals	Newbern, N. C.	320	Willimantic, Conn.	1,250
Teachers	Frederick, Md.	224	Cripple Creek, Colo.	736
Principals and teachers	Frederick, Md.	244	Cripple Creek, Colo.	773

a Also principal of high school.

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table:

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 87 CITIES OF 8,000 TO 10,000 POPULATION

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
439. Hot Springs, Ark.	1	$ 900	4	$610	5	$675	9	$630	25	$453	34	$500
441. Fort Scott, Kans.	1	1,250	8	531	9	599	8	535	40	400	48	423
442. Sunbury, Pa.	1	900	4	686	5	729	6	473	32	423	38	431
443. Pontiac, Mich.	1	1,200	6	675	7	750	6	483	27	387	33	404
445. Watertown, Mass.	1	2,100	6	775	7	964	6	875	28	552	34	609
446. Ironwood, Mich.	1	1,000	4	725	5	780	4	638	28	523	32	537
447. Anniston, Ala.	..	.....	..	....	..	....	4	585	22	397	26	425
448. Bloomfield, N. J.	..	.....	9	833	9	833	6	817	40	540	46	576
450. Adrian, Mich.	1	1,200	8	666	9	725	4	425	25	411	29	413
451. Carlisle, Pa.	1	850	4	613	5	660	1	650	27	406	28	415
452. Mattoon, Ill.	1	1,000	7	576	8	629	5	459	36	397	41	404
453. Plymouth, Mass.	1	1,800	5	650	6	842	3	900	39	415	42	450
455. Middletown, Conn.	..	.....	9	608	9	608	3	608	21	441	24	462
456. Escanaba, Mich.	1	1,000	6	667	7	714	4	600	35	466	39	479
457. Hudson, N.Y.	..	.....	6	575	6	575	1	500	23	459	24	460
458. West Chester, Pa.	1	1,400	8	881	9	939	3	1,000	31	535	34	576
460. Huntington, Ind.	1	1,200	9	797	10	838	5	700	32	538	37	560
461. Natick, Mass.	1	2,000	9	644	10	780	2	1,150	36	414	38	453

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 87 CITIES OF 8,000 TO 10,000 POPULATION—*Continued*

City	High Schools						Elementary Schools					
	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
462. Frankfort, Ky	1	$ 850	3	$ 500	4	$ 588	1	$ 600	16	$405	17	$440
463. Waterville, Me	1	1,400	5	560	6	700	3	500	36	400	39	408
464. Amesbury, Mass	1	1,600	6	592	7	736	5	488	20	392	25	411
465. Olean, N.Y	1	1,800	6	650	7	814	7	557	40	442	47	459
469. Beaumont, Tex	1	1,135	2	630	3	798	4	630	39	517	43	527
470. Waukegan, Ill	1	1,300	5	710	6	808	3	950	34	468	37	507
471. Carthage, Mo	1	1 200	6	645	7	724	7	640	28	396	35	445
472. Traverse City, Mich	1	1,200	9	555	10	620	4	506	29	386	33	404
473. Port Jervis, N.Y	1	1,200	5	720	6	800	3	608	32	466	35	478
474. Hutchinson, Kans	1	900	4	585	5	648	6	540	30	413	36	434
475. Dubois, Pa	1	720	4	540	5	576	2	540	39	397	41	404
477. Corsicana, Tex	2	815	5	675	7	715	4	653	26	495	30	516
478. Frederick, Md	2	950	20	309	22	367	1	450	10	224	11	244
479. Wakefield, Mass	1	2,000	9	722	10	850	6	725	41	469	47	502
480. Ft. Madison, Ia	1	900	3	540	4	630	4	562	21	394	25	421
481. Iron Mountain, Mich	1	1,100	7	706	8	755	5	637	47	502	52	515
483. Oscaloosa, Ia	1	1,000	9	585	10	627	5	630	34	418	39	445
484. Webb City, Mo	1	900	5	540	6	600	3	495	23	398	26	409
485. Phœnixville, Pa	1	760	5	494	6	538	3	459	21	405	24	412
486. Batavia, N.Y	1	1,400	5	580	6	717	..	....	36	440	36	449
487. Keene, N. H	1	1,700	6	675	7	821	1	850	34	313	*b*35	328
488. Pasadena, Calif	1	1,300	15	910	16	934	5	1,000	53	678	58	706
489. Champaign, Ill	1	1,350	9	720	10	783	5	513	26	450	31	460
490. Newbern, N. C	1	600	1	400	2	500	1	320	21	277	22	279
492. N.Tonawanda, N.Y	1	1,200	5	680	6	767	5	630	30	462	35	486
493. Duquesne, Pa	1	900	2	720	3	780	3	720	48	492	51	477
494. Cortland, N.Y	..	.....	5	570	5	570	..	....	25	454	25	454
496. Alliance, Ohio	1	1,300	3	667	4	825	5	670	27	452	32	486
497. Lincoln, Ill	1	1,000	4	675	5	740	6	575	28	451	34	473
498. Willimantic, Conn	1	1,900	5	660	6	867	2	1,250	29	455	31	506
500. Cumberland, R. I	1	1,000	3	467	4	600	7	609	30	454	37	483
501. Sharon, Pa	1	945	3	750	4	799	7	614	34	434	41	465
503. Boone, Ia	1	810	7	588	8	616	5	563	44	425	49	439
504. Long Branch, N. J	..	.....	10	880	10	880	5	940	46	555	51	593
505. Chambersburg, Pa	1	720	3	525	4	574	6	494	26	341	32	370
506. Webster, Mass	1	1,200	3	600	4	750	1	500	14	452	15	455
507. Elyria, Ohio	1	1,050	9	644	10	685	..	....	30	423	30	423
508. Selma, Ala	..	.....	3	800	3	800	3	707	20	496	23	523
509. Owasso, Mich	1	1,000	8	600	9	644	3	567	31	391	34	406
510. Xenia, Ohio	2	1,250	8	800	10	890	5	630	29	438	34	466
512. Wabash, Ind	1	1,200	9	607	10	666	5	630	*a*26	405	*a*31	517
513. Arlington, Mass	1	2,400	5	720	6	1,000	3	850	36	608	39	627
514. Washington, Ind	1	900	5	750	6	775	2	675	27	480	29	494
515. Danvers, Mass	1	1,600	8	625	9	733	4	888	30	437	34	490
518. Warren, Ohio	1	1,700	9	690	10	791	3	742	36	489	39	508
519. Annapolis, Md	..	.....	2	300	2	300	1	450	15	300	16	309
520. Rochester, N. H	1	1,100	3	583	4	713	..	....	28	369	28	369
521. Peru, Ind	1	1,000	6	638	7	689	5	540	33	467	38	477
522. Barre, Vt	..	.....	5	610	5	610	..	....	34	396	34	396
523. Fremont, Ohio	1	1,000	4	720	5	776	1	675	23	305	24	448
524. Watertown, Wis	..	.....	5	730	5	730	3	600	19	383	22	412
525. Plattsburg, N.Y	1	1,000	6	667	7	714	6	667	28	444	34	483
528. Astoria, Ore	..	.....	3	607	3	607	4	750	23	487	27	526
529. Torrington, Conn	..	.....	11	570	11	570	4	588	43	396	47	413
531. Ware, Mass	1	1,500	5	630	6	775	..	....	29	444	29	444
532. Titusville, Pa	1	1,400	6	665	7	770	4	570	32	428	36	443
533. Cambridge, Ohio	1	810	3	525	4	596	4	473	32	366	36	378
534. Bowling Green, Ky	..	.....	..	.....	..	.....	3	650	20	443	23	470
535. Emporia, Kans	1	900	5	621	6	668	8	502	31	465	39	472
537. Rockland, Me	1	1,500	4	604	5	785	..	....	31	363	31	363
538. Columbus, Ind	1	1,000	7	643	8	688	..	....	40	505	40	505
539. Chippewa Falls, Wis	1	810	5	666	6	690	1	585	32	443	33	447
540. Tyler, Tex	1	1,000	3	585	4	689	5	684	24	390	29	441
541. Huntsville, Ala	..	.....	3	420	3	420	..	....	9	360	9	360
542. Wellston, Ohio	1	900	1	540	2	720	2	650	31	340	33	367
543. Warren, Pa	..	.....	8	801	8	801	6	552	33	378	39	405
544. Laconia, N. H	1	1,200	4	625	5	740	..	....	28	385	28	385
545. Danville, Pa	1	900	3	608	4	681	2	595	23	377	25	394
546. Moberly, Mo	1	900	5	558	6	615	5	567	26	351	31	386
547. Cripple Creek, Colo	1	1,350	5	1,080	6	1,125	3	1,200	34	736	37	773
Total	76	$1,174	495	$650	571	$721	315	$633	2,630	$446	2,945	$464

a Not including 11, salaries not reported. *b* Including kindergarten teachers.

In a study of the salaries of principals and teachers the relative numbers and the number of buildings, as well as the number of pupils in attendance may have an important bearing upon the salaries. The *Bulletin* of the Bureau of Labor for September, 1902, gave some statistics of value upon this matter for all cities of 30,000 population or over at the census of 1900. These figures were in most cases for the previous year and are therefore not up to date. They are, however, still not far from present conditions, and probably represent relatively the true facts. These facts are presented in the following table. The cities are arranged and numbered in order of population in 1903, as in Table I:

NUMBER OF SCHOOL BUILDINGS, SCHOOL ROOMS, TEACHERS, AND AVERAGE PUPILS IN ATTENDANCE IN CITIES WITH POPULATION OF 30,000 OR OVER

City	Population in 1903	No. School Buildings	No. School Rooms	Teachers				Av'ge Pupils in Attendance			
				High Schools	Other Day Sch'ls	Night Schools	Total	High Sch'ls	Other Day Schools	Night Sch'ls	Total
1. New York, N. Y.	3,716,139	471	10,561	567	10,760	983	12,310	12,439	385,489	20,376	418,304
2. Chicago, Ill.	1,873,880	679	4,795	354	5,858	253	6,465	9,218	198,072	4,771	212,061
3. Philadelphia, Pa.	1,367,716	328	2,878	192	3,312	502	4,006	4,327	128,685	9,713	142,725
4. St. Louis, Mo.	612,279	126	1,391	78	1,621	75	1,774	1,781	63,725	1,926	67,432
5. Boston, Mass.	594,618	265	.....	224	1,777	231	2,232	5,096	66,508	4,358	75,962
6. Baltimore, Md.	531,313	119	1,531	87	1,560	63	1,710	1,856	50,784	1,684	54,324
7. Cleveland, O.	414,950	73	1,145	119	1,227	34	1,380	3,080	44,138	850	48,068
8. Buffalo, N. Y.	381,403	85	1,215	81	1,104	84	1,359	2,525	40,508	1,305	44,338
9. San Francisco, Calif.	355,910	72	783	52	823	104	979	1,022	27,027	1,929	29,978
10. Pittsburg, Pa.	345,043	85	994	63	980	...	1,043	1,762	34,658	.....	36,420
11. Cincinnati, O.	332,934	63	872	77	916	49	1,042	1,970	34,723	1,129	37,822
12. Milwaukee, Wis.	312,736	81	752	55	819	...	874	1,329	30,331	.....	31,660
13. Detroit, Mich.	309,653	70	831	111	821	44	976	2,152	28,712	638	31,502
14. New Orleans, La.	300,625	70	745	40	700	...	740	788	23,990	.....	24,778
15. Washington, D. C.	293,217	137	1,005	143	1,057	67	1,267	2,691	33,789	1,434	37,914
16. Newark, N. J.	265,394	53	795	47	804	112	963	1,108	27,144	2,330	30,582
17. Jersey City, N. J.	219,462	29	512	21	566	52	639	558	22,007	840	23,405
18. Louisville, Ky.	215,402	69	641	67	535	26	628	1,506	19,269	592	21,367
19. Minneapolis, Minn.	214,112	60	973	103	747	...	850	2,388	28,740	.....	31,128
20. Indianapolis, Ind.	191,033	60	609	88	578	...	666	1,996	19,341	.....	21,337
21. Providence, R. I.	189,742	98	570	96	612	163	871	1,630	18,919	1,990	22,539
22. Kansas City, Mo.	173,064	54	562	113	524	...	637	2,880	18,206	.....	21,086
23. St. Paul, Minn.	172,038	63	584	79	491	...	570	1,566	19,298	.....	20,864
24. Rochester, N. Y.	170,798	40	606	42	664	33	739	901	17,277	306	18,484
25. Toledo, O.	145,901	40	470	41	457	6	504	914	16,231	127	17,272
26. Denver, Colo.	144,588	59	565	88	611	1	700	1,925	17,374	15	19,314
27. Allegheny, Pa.	138,018	30	450	23	394	23	440	551	15,655	351	16,557
28. Columbus, O.	135,487	38	446	76	417	15	508	1,837	13,861	154	15,852
29. Worcester, Mass.	128,552	73	550	101	512	66	679	2,123	15,669	667	18,459
30. Los Angeles, Cal.	116,420	56	448	41	459	4	504	1,184	14,754	78	16,016
31. New Haven, Conn.	114,600	53	386	54	390	35	479	1,067	13,251	420	14,738
32. Syracuse, N. Y.	114,445	47	398	42	427	27	496	1,232	14,428	396	16,056
33. Fall River, N. Y.	114,004	53	273	23	365	47	435	588	12,152	2,101	14,841
34. Memphis, Tenn.	113,669	29	199	14	201	3	218	446	7,552	67	8,065
35. Omaha, Neb.	113,361	52	369	50	366	7	423	1,253	13,528	124	14,905
36. Paterson, N. J.	113,217	19	240	23	351	56	430	450	14,100	650	15,200
37. St. Joseph, Mo.	110,479	31	220	24	190	6	220	655	6,661	79	7,395
38. Scranton, Pa.	107,026	51	334	28	316	80	424	704	12,328	1,168	14,200
39. Lowell, Mass.	100,150	54	279	30	274	125	429	770	8,956	1,844	11,570
40. Portland, Ore.	98,655	29	319	21	277	4	302	687	9,110	110	9,907
41. Cambridge, Mass.	98,444	39	326	60	353	55	468	1,123	11,898	561	13,582
42. Atlanta, Ga.	96,550	26	207	22	205	3	230	562	9,230	64	9,856
43. Albany, N. Y.	93,920	21	304	28	279	14	321	627	9,593	136	10,356
44. Dayton, O.	92,566	37	392	39	367	5	411	970	10,354	128	11,452
45. Seattle, Wash.	92,020	26	251	23	241	..	264	611	8,302	.....	8,913
46. Grand Rapids, Mich.	91,630	39	374	40	344	..	384	1,106	11,303	.....	12,409
47. Hartford, Conn.	87,836	25	290	39	269	31	339	729	8,713	309	9,751
48. Richmond, Va.	86,148	21	245	35	224	..	259	827	9,064	.....	9,891
49. Reading, Pa.	85,051	47	322	20	302	9	331	551	9,661	105	10,317
50. Nashville, Tenn.	82,711	18	218	18	204	4	226	439	9,176	50	9,665
51. Wilmington, Del.	81,300	29	238	25	245	..	270	504	7,972	.....	8,476
52. Camden, N. J.	79,811	33	318	14	293	..	307	275	8,019	.....	8,294
53. Bridgeport, Conn.	77,635	30	234	19	227	5	251	551	9,048	67	9,666
54. Trenton, N. J.	76,766	32	208	16	210	24	250	485	6,818	648	7,951
55. Troy, N. Y.	75,567	26	273	11	280	..	291	264	6,701	.....	6,965

NUMBER OF SCHOOL BUILDINGS, SCHOOL ROOMS, TEACHERS, AND AVERAGE PUPILS IN ATTENDANCE IN CITIES WITH POPULATION OF 30,000 OR OVER—*Continued*

City	Population in 1903	No. School Buildings	No. School Rooms	Teachers				Av'ge Pupils in Attendance			
				High Schools	Other Day Sch'ls	Night Schools	Total	High Sch'ls	Other Day Schools	Night Sch'ls	Total
56. Lynn, Mass.	72,350	46	249	29	232	22	283	675	7,936	396	9,007
57. Oakland, Calif.	70,386	19	261	39	206	5	250	1,001	7,489	130	8,620
58. New Bedford, Mass.	68,955	25	209	16	236	83	335	322	6,686	1,214	8.222
59. Somerville, Mass.	68,090	25	230	42	239	28	309	947	8,403	271	9,621
60. Lawrence, Mass.	67,932	32	200	24	235	56	315	557	6,513	1,006	8,076
61. Springfield, Mass.	67,423	34	331	38	277	49	364	657	8,189	552	9,398
62. Des Moines, Iowa.	65,754	49	307	47	322	2	371	1,025	8,966	50	10,041
63. Savannah, Ga.	64,562	12	140	9	128	..	137	223	4,981	.....	5,204
64. Hoboken, N. J.	64,080	14	168	9	189	11	209	221	6,755	200	7,176
65. Peoria, Ill.	62,094	18	265	21	230	..	251	501	6,751	.....	7,252
66. Evansville, Ind.	61,482	25	236	21	220	6	247	577	6,271	82	6,930
67. Manchester, N. H.	60,845	24	129	16	126	20	162	354	3,773	189	4,316
68. Utica, N. Y.	60,097	26	229	17	210	4	231	409	6,403	69	6,881
69. San Antonio, Texas.	58,016	5	129	9	127	..	136	169	5,891	.....	6,060
70. Duluth, Minn.	57,397	32	302	20	256	..	276	484	8,034	.....	8,518
71. Salt Lake City, Utah.	57,138	27	309	24	277	..	301	626	9,209	.....	9,835
72. Waterbury, Conn.	56,521	18	166	18	169	15	202	423	5,820	193	6,436
73. Elizabeth, N. J	56,441	10	130	19	125	..	144	302	5,078	.....	5,380
74. Erie, Pa.	56,363	19	166	19	191	5	215	467	5,329	85	5,881
75. Charleston, S. C.	56,062	6	81	13	85	..	98	325	5,803	.....	6,218
76. Wilkesbarre, Pa.	55,921	20	183	17	159	16	192	501	6,712	349	7,562
77. Kansas City, Kans.	55,348	22	175	19	159	..	178	514	6,441	.....	6,955
78. Norfolk, Va.	55,149	12	88	8	78	..	86	225	3,641	.....	3,866
79. Harrisburg, Pa.	52,951	25	188	22	179	..	201	567	6,277	.....	6,844
80. Yonkers, N. Y.	52,701	15	185	16	176	17	209	376	5,122	264	5,762
81. Portland, Me.	52,656	35	220	28	205	7	240	614	5,797	158	6,569
82. Houston, Texas.	50,760	22	121	19	116	..	135	677	6,202	.....	6,872
83. Holyoke, Mass.	48,736	19	176	13	154	54	221	482	4,741	532	5,755
84. Youngstown, Ohio.	48,386	21	165	15	151	..	166	405	5,361	.....	5,766
85. Fort Wayne, Ind.	48,031	17	143	11	143	..	154	305	4,465	.....	4,770
86. Akron, Ohio.	47,833	17	174	22	168	8	198	591	5,696	197	6,484
87. Tacoma, Wash.	45,102	20	175	19	176	..	195	466	5,332	.....	5,798
88. Covington, Ky.	44,759	13	100	6	100	..	106	313	3,771	.....	4,084
89. Lancaster, Pa.	44,294	19	120	14	106	11	131	375	4,330	184	4,889
90. Lincoln, Neb.	44,243	19	155	32	149	..	181	792	4,364	.....	5,156
91. Dallas, Texas.	44,159	13	128	9	112	..	121	356	4,777	.....	5,133
92. Brockton, Mass.	43,873	28	148	21	164	19	204	560	6,048	275	6,883
93. Schenectady, N. Y.	43,538	7	76	12	81	..	93	151	2,575	.....	2,726
94. Pawtucket, R. I.	42,711	28	141	22	144	22	188	353	3,967	327	4,647
95. Birmingham, Ala.	42,087	8	90	10	85	..	95	298	3,281	.....	3,579
96. Little Rock, Ark.	42,036	15	82	9	78	..	87	317	3,695	.....	4,012
97. Spokane, Wash.	41,927	18	140	18	150	..	168	477	4,697	.....	5,174
98. Altoona, Pa.	41,565	12	151	10	146	..	156	341	4,580	.....	4,921
99. Augusta, Ga.	41,283	13	98	8	99	..	107	179	4,460	.....	4,639
100. Saginaw, Mich.	41,151	26	217	29	180	..	209	677	5,815	.....	6,492
101. Binghamton, N. Y.	41,039	16	194	22	180	..	202	450	5,190	.....	5,640
102. Mobile, Ala.	40,686	11	73	11	67	..	78	373	2,796	.....	3,169
103. South Bend, Ind.	40,327	12	110	12	114	..	126	301	3,181	.....	3,482
104. Wheeling, W. Va.	40,186	12	145	12	133	..	145	251	4,154	.....	4,405
105. Springfield, O.	40,161	17	150	18	148	..	166	551	4,872	.....	5,423
106. Johnstown, Pa.	39,059	24	152	10	136	10	156	207	4,938	170	5,315
107. Haverhill, Mass.	38,987	37	144	18	141	27	186	459	4,002	338	4,799
108. Terre Haute, Ind.	38,611	21	185	23	166	..	189	519	4,784	.....	5,303
109. Allentown, Pa.	38,573	15	119	10	113	4	127	315	4,574	104	4,993
110. McKeesport, Pa.	38,274	15	154	8	125	..	133	157	4,412	.....	4,569
111. Dubuque, Iowa.	38,094	19	125	14	124	..	138	385	3,443	.....	3,828
112. Davenport, Iowa.	37,768	16	168	16	168	..	184	368	4,786	.....	5,154
113. Quincy, Ill.	37,680	13	100	9	109	..	118	231	3,241	.....	3,472
114. Salem, Mass.	37,504	20	108	17	117	23	157	413	3,630	153	4,196
115. Elmira, N. Y.	37,106	11	135	16	135	..	151	533	3,887	.....	4.420
116. Malden, Mass.	36,853	20	152	22	158	17	197	463	4,786	198	5,447
117. Bayonne, N. J.	36,829	10	132	8	143	13	164	113	3,867	134	4,114
118. Superior, Wis.	36,824	19	153	13	144	..	157	228	4,505	.....	4,733
119. York, Pa.	36,438	22	146	12	118	..	130	352	4,368	.....	4,720
120. Newton, Mass.	36,350	26	148	28	166	8	102	673	4,538	57	5,268
121. Springfield, Ill.	36,211	15	121	17	123	..	140	512	3,907	.....	4,419
122. Butte, Mont.	36,127	7	105	19	99	..	118	360	3,365	.....	3,725
123. Chester, Pa.	35,905	22	124	13	125	..	138	251	3,845	.....	4,096
124. Chelsea, Mass.	35,920	12	116	20	118	14	152	357	4,703	136	5,196
125. Topeka, Kans.	35,388	25	160	20	133	..	153	590	5,120	.....	5,710
126. Fitchburg, Mass.	34,378	19	138	24	79	28	131	491	3,086	216	3.793
127. Knoxville, Tenn.	34,344	13	82	12	78	..	90	377	3,716	.....	4,093
128. E. St. Louis, Ill.	34,007	16	106	10	114	..	124	248	3,246	.....	3,494
129. Rockford, Ill.	33,361	17	122	16	130	2	148	508	4,200	100	4,808
131. Montgomery, Ala.	32,884	9	64	7	57	..	64	186	1,986	.....	2,172

NUMBER OF SCHOOL BUILDINGS, SCHOOL ROOMS, TEACHERS, AND AVERAGE PUPILS IN ATTENDANCE IN CITIES WITH POPULATION OF 30,000 OR OVER—*Continued*

City	Population in 1903	No. School Buildings	No. School Rooms	Teachers				Av'ge Pupils in Attendance			
				High Schools	Other Day Sch'ls	Night Schools	Total	High Sch'ls	Other Day Schools	Night Sch'ls	Total
132. Taunton, Mass.....	32,713	33	131	12	126	15	153	384	3,648	315	4,347
135. Canton, O.....	32,011	15	136	19	126	..	145	82	4,403	.....	4,485
137. Galveston, Texas.....	31,742	8	88	9	73	..	82	179	2,980	.....	3,159
138. Sioux City, Iowa.....	31,701	24	161	16	145	..	161	348	5,072	.....	5,420
139. Auburn, N. Y.....	31,692	14	112	12	111	..	123	320	2,716	.....	3,036
143. Joliet, Ill.....	30,769	24	115	22	122	..	144	503	4,253	.....	4,756
144. Chattanooga, Tenn....	30,469	7	98	10	87	..	97	250	3,056	.....	3,306

SALARIES SUMMARIZED BY STATES

In order that comparison may be made, not only between the salaries in the individual cities and in the cities grouped by size, but also between the states, so far as they are represented by the cities reporting, the following summary has been prepared from Table I. For the states of Massachusetts, New York, Pennsylvania, and Illinois two sets of state averages have been made, the first not including the cities of Boston, New York, Philadelphia, and Chicago, but in the second immediately following these cities are included. In like manner two sets of averages have been made for the cities as a whole. This has been done that the great number of teachers in these great cities and the relatively high salaries might not overshadow the smaller cities in the same states.

This summary, so far as the total for the entire 467 cities is concerned, of course agrees with Table A, already given. The great influence of the four great cities of New York, Chicago, Philadelphia, and Boston, not only upon the average of their several states, but also upon the average for the country is worthy of notice.

Thus, while the average yearly salary of female teachers (not including principals) in elementary schools in the 467 cities is $650, the average for the same class of teachers when the four great cities of New York, Chicago, Philadelphia, and Boston are not included, is $556 or $94 less. The average for male elementary teachers in the 467 cities is $1,161, while in the 463 cities it is $653 or $518 less. This great difference, it will at once be seen, is due to the very large per cent. of the entire number of men who are in these great cities, where relatively high salaries are paid. Large differences will also be noticed in the average salaries of the other classes of teachers.

These four cities employed altogether 24,999 teachers and supervising officers or 26.9 per cent. of the entire number reported as employed by the 467 cities. When only the four principal classes of teachers are considered (principals and teachers in high and elementary schools) the four great cities constitute a slightly greater per cent., namely, 27.4. The total amount paid to these teachers for salaries constituted 37.5 per cent. of the total amount paid out for salaries for teachers of these classes in the entire 467 cities.

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, BY STATES

State		Number of Cities Reporting	Number of Teachers and Supervising Officers	High Schools						Elementary Schools					
				Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
				No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary
North Atlantic Division—															
Maine	M	..	....	6	$1,667	12	$ 867	18	$1,133	6	$ 942	....	....	6	$ 942
	F	..	....	..	....	35	570	35	570	20	444	293	$ 380	313	384
	T	6	415	6	1,667	47	646	53	762	26	559	293	380	319	395
New Hampshire	M	..	....	8	1,750	10	1,020	18	1,344	13	1,235	1	550	14	1,186
	F	..	....	..	....	43	689	43	689	25	687	347	446	372	462
	T	8	516	8	1,750	53	751	61	882	38	874	348	446	386	489
Vermont	M	..	....	2	1,850	7	864	9	1,083	...	....	....	....	....	....
	F	..	....	..	....	17	571	17	571	16	548	111	409	127	426
	T	3	179	2	1,850	24	656	26	748	16	548	111	409	127	426
Massachusetts (not including Boston)	M	..	....	61	2,261	240	1,269	301	1,470	191	1,516	21	714	312	976
	F	..	....	..	....	592	787	592	787	488	725	5,153	545	5,641	561
	T	55	7,437	61	2,261	832	926	893	1,017	679	947	5,174	546	5,853	592
Massachusetts	M	..	....	72	2,499	342	1,608	414	1,763	249	1,894	90	1,839	339	1,879
	F	..	....	..	....	717	887	717	887	488	725	6,637	621	7,125	628
	T	56	9,659	72	2,499	1,059	1,120	1,131	1,208	737	1,120	6,727	637	7,464	685
Rhode Island	M	..	....	12	2,067	51	1,323	63	1,464	39	1,393	1	700	40	1,376
	F	..	....	..	....	78	1,002	78	1,002	140	637	861	529	1,001	543
	T	9	1,390	12	2,067	129	1,129	141	1,208	179	802	862	529	1,041	576
Connecticut	M	..	....	8	2,263	46	1,092	54	1,265	25	1,354	4	513	29	1,238
	F	..	....	1	1,000	117	732	118	734	92	729	1,198	518	1,290	533
	T	13	1,656	9	2,122	163	834	172	901	117	862	1,202	518	1,319	549
New York (not including New York city)	M	..	....	40	1,881	131	1,193	171	1,354	141	1,432	9	619	150	1,384
	F	..	....	3	1,233	496	730	499	733	317	730	4,372	533	4,689	547
	T	43	6,110	43	$1,836	627	$ 826	670	$ 891	458	$ 946	4,381	$ 533	4,839	$ 573

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, BY STATES

State		Number of Cities Reporting	Number of Teachers and Supervising Officers	High Schools						Elementary Schools					
				Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
				No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary
North Atlantic Division—Concluded															
New York	M	..	.....	54	$2 605	428	$1,744	482	$1,840	336	$2,522	686	$1,544	1,022	$1,866
	F	..	.....	5	1,584	842	1,064	847	1,067	540	1,383	14,942	835	15,482	854
	T	44	19,481	59	2,518	1,270	1,293	1,329	1,348	876	1,820	15,628	866	16,504	917
New Jersey	M	..	.....	17	1,971	96	1,240	113	1,350	120	1,795	8	778	128	1,732
	F	..	.....	..	....	187	921	187	921	139	1,004	3,381	603	3,520	619
	T	24	4,320	17	1,971	283	1,029	300	1,116	259	1,370	3,389	603	3,648	658
Pennsylvania (not including Philadelphia)	M	..	.....	43	1,373	176	1,039	219	1,105	238	1,020	77	497	315	892
	F	..	.....	7	915	259	785	266	789	264	767	4,561	506	4,825	521
	T	48	5,939	50	1,309	435	888	485	931	502	887	4,638	506	5,140	543
Pennsylvania	M	.	.....	48	1,626	279	1,433	327	1,462	321	1,278	130	741	451	1,123
	F	..	.....	8	1,113	383	848	391	853	43	940	7,755	590	8,104	610
	T	49	9,771	56	1,553	662	1,095	718	1,130	760	1,088	7,885	593	8,645	636
South Atlantic Division—															
Delaware	M	..	.....	1	1,900	4	800	5	1,020	...	.....	.....	.....	.....	.....
	F	..	.....	..	1,200	16	688	17	718	25	614	222	432	247	450
	T	1	285	2	1,550	20	710	22	786	25	614	222	432	247	450
Maryland	M	..	.....	6	2,150	51	1,313	57	1,401	48	1,205	45	595	93	910
	F	..	.....	1	1,000	69	703	70	707	58	961	1,333	520	1,391	539
	T	3	1,735	7	1,986	120	962	127	1,019	106	1,072	1,378	523	1,484	562
District of Columbia	M	..	.....	5	1,800	83	896	88	946	17	1,035	29	590	46	754
	F	..	.....	2	1,800	119	839	121	855	93	992	890	639	983	672
	T	1	1,475	7	1,800	202	862	209	894	110	999	919	637	1,029	676
Virginia	M	..	.....	7	1,321	12	912	19	1,062	46	1,038	7	495	53	966
	F	..	.....	..	....	45	597	45	597	2	793	480	426	482	428
	T	6	611	7	$1,321	57	$ 663	64	$ 735	48	$1,028	487	$ 427	535	$ 481

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, BY STATES

State		Number of Cities Reporting	Number of Teachers and Supervising Officers	High Schools						Elementary Schools					
				Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
				No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary
South Atlantic Division—Concluded															
West Virginia	M	..	....	5	$ 983	4	$ 864	9	$ 930	13	$ 894	9	$407	22	$ 695
	F	..	....	1	900	10	649	20	662	17	639	282	420	299	432
	T	4	361	6	969	23	687	29	745	30	749	291	419	321	450
North Carolina	M	..	....	2	850	1	450	3	717	6	612	4	458	10	550
	F	..	....	..	....	4	433	4	433	2	439	86	352	88	354
	T	3	117	2	850	5	436	7	555	8	569	90	356	98	374
South Carolina	M	..	....	2	855	...	....	2	855	3	672	3	435	6	553
	F	..	....	..	....	8	405	8	405	3	570	55	348	58	359
	T	2	77	2	855	8	405	10	495	6	621	58	352	64	377
Georgia	M	..	....	6	1,667	12	1,458	18	1,528	24	1,280	1	400	25	1,245
	F	..	....	1	1,750	25	799	26	836	23	1,050	468	506	491	531
	T	5	607	7	1,679	37	1,013	44	1,119	47	1,168	469	506	516	566
Florida	M	..	....	1	1,200	...	....	1	1,200	8	456	....	....	8	456
	F	..	....	..	....	5	640	5	640	15	563	114	320	129	348
	T	2	145	1	1,200	5	640	6	733	23	526	114	320	137	355
North Central Division—															
Ohio	M	..	....	41	1,713	216	1,229	257	1,306	143	1,248	99	923	242	1,115
	F	..	....	2	1,125	336	964	338	965	246	959	4,435	575	4,681	595
	T	32	6,062	43	1,686	552	1,068	595	1,112	389	1,065	4,534	582	4,923	620
Indiana	M	..	....	22	1,419	106	910	128	908	77	837	42	581	119	747
	F	..	....	..	....	138	786	138	786	112	781	1,731	529	1,843	544
	T	20	2,468	22	1,419	244	840	266	888	189	804	1,773	530	1,962	557
Illinois (not including Chicago)	M	..	....	25	1,524	101	939	126	1,055	64	1,132	4	563	68	1,099
	F	..	....	1	1,350	169	728	170	731	157	689	1,620	487	1,777	505
	T	26	2,252	26	$1,517	270	$ 807	296	$ 869	221	$ 817	1,624	$487	1,845	$ 527

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, BY STATES

State		Number of Cities Reporting	Number of Teachers and Supervising Officers	High Schools						Elementary Schools					
				Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
				No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary
North Central Division—Concluded															
Illinois	M	..	....	40	$2,063	254	$1,301	294	$1,405	185	$1,888	105	$857	290	$1,515
	F	..	....	1	1,350	357	1,065	358	1,066	262	1,326	6,309	736	6,571	759
	T	27	7,826	41	2,045	611	1,163	652	1,219	447	1,559	6,414	738	6,861	791
Michigan	M	..	....	27	1,476	114	984	141	1,078	44	1,141	8	550	52	1,050
	F	..	....	2	963	259	795	261	796	217	739	2,006	532	2,223	552
	T	23	3,054	29	1,441	373	853	402	895	261	807	2,014	532	2,275	563
Wisconsin	M	..	....	22	1,578	77	932	99	1,076	90	1,284	72	676	162	1,014
	F	..	....	1	1,300	163	736	164	740	60	710	1,598	531	1,658	537
	T	19	2,555	23	1,566	240	799	263	866	150	1,055	1,670	537	1,820	580
Minnesota	M	..	....	10	2,320	76	1,029	86	1,179	16	1,256	1	500	17	1,212
	F	..	....	1	850	182	890	183	890	107	1,067	1,519	654	1,626	681
	T	5	1,950	11	2,186	258	931	269	982	123	1,092	1,520	654	1,643	687
Iowa	M	..	....	14	1,439	46	819	60	964	36	1,055	5	345	41	969
	F	..	....	1	990	108	674	109	677	86	725	1,046	456	1,132	476
	T	15	1,458	15	1,409	154	717	169	778	122	822	1,051	453	1,173	494
Missouri	M	..	....	17	1,836	136	1,174	153	1,248	104	1,513	10	470	114	1,422
	F	..	....	..	....	160	879	160	879	111	1,066	2,249	587	2,360	609
	T	10	3,268	17	1,836	296	1,014	313	1,059	215	1,282	2,259	586	2,471	647
Nebraska	M	..	....	3	1,867	21	931	24	1,048	1	711	1	599	2	655
	F	..	....	..	....	73	877	73	877	59	966	486	599	545	639
	T	3	739	3	1,867	94	889	97	919	60	961	487	599	547	639
Kansas	M	..	.....	11	1,148	27	774	38	882	49	780	5	486	54	752
	F	..	....	..	....	78	641	78	641	54	614	633	447	687	460
	T	11	883	11	$1,148	105	$ 675	116	$ 720	103	$ 693	638	$447	741	$ 481

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, BY STATES

State or Territory		Number of Cities Reporting	Number of Teachers and Supervising Officers	High Schools						Elementary Schools					
				Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
				No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary
South Central Division—															
Kentucky	M	..	...	9	$1,706	40	$1,174	49	$1,271	31	$ 982	16	$429	47	$794
	F	..	...	..	....	57	847	57	847	34	1,033	738	490	772	514
	T	7	961	9	1,706	97	982	106	1,043	65	1,008	754	488	819	530
Tennessee	M	..	...	7	1,245	21	828	28	933	21	942	20	529	41	740
	F	..	...	..	....	28	757	28	757	16	888	468	487	484	500
	T	4	607	7	1,245	49	788	56	845	37	918	488	489	525	519
Alabama	M	..	...	3	1,210	6	767	9	914	15	717	2	349	17	674
	F	..	...	1	890	20	620	21	632	14	643	214	403	228	418
	T	5	288	4	1,130	26	653	30	717	29	681	216	403	245	436
Mississippi	M	..	...	1	1,500	1	765	2	1,133	1	675	...	...	1	675
	F	..	...	..	....	2	520	2	520	..	....	33	415	33	415
	T	1	38	1	1,500	3	602	4	826	1	675	33	415	34	422
Louisiana	M	..	...	2	1,800	14	1,144	16	1,226	7	951	2	585	9	870
	F	..	...	2	1,260	26	746	28	783	62	798	626	480	688	509
	T	2	844	4	1,530	40	885	44	944	69	814	628	481	697	514
Arkansas	M	..	...	3	1,080	7	864	10	929	11	757	7	617	18	703
	F	..	...	..	....	5	681	5	681	7	645	117	459	124	469
	T	3	165	3	1,080	12	788	15	846	18	714	124	468	142	499
Oklahoma Territory	M	..	...	2	1,300	11	737	13	824	2	675	2	315	4	495
	F	..	...	..	....	9	610	9	610	9	660	123	453	132	468
	T	2	164	2	1,300	20	680	22	736	11	663	125	451	136	468
Texas	M	..	...	12	1,269	26	931	38	1,038	55	983	23	572	78	861
	F	..	...	..	....	47	803	47	803	29	928	580	549	609	567
	T	11	801	12	$1,269	73	$ 849	85	$ 908	84	$ 964	603	$549	687	$600

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, BY STATES

State		Number of Cities Reporting	Number of Teachers and Supervising Officers	High Schools						Elementary Schools					
				Principals		Teachers		Principals and Teachers		Principal		Teachers		Principals and Teachers	
				No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary
Western Division—															
Montana	M	...	.....	2	$2,100	9	$1,016	11	$1,213	6	$1,159	1	$ 900	7	$1,122
	F	...	.....	1	1,300	25	947	26	960	23	971	236	791	259	807
	T	3	322	3	1,833	34	965	37	1,035	29	1,010	237	792	266	816
Wyoming	M	...	.....	1	1,200	....	.....	1	1,200	....	.....	.....	.....	.....	.....
	F	...	.....	...	.....	3	740	3	740	4	752	25	648	29	662
	T	1	36	1	1,200	3	740	4	855	4	752	25	648	29	662
Colorado	M	...	.....	8	2,219	64	1,274	72	1,379	43	1,369	7	787	50	1,288
	F	...	.....	...	.....	74	1,042	74	1,042	32	1,091	751	739	783	754
	T	5	1,067	8	2,219	138	1,150	146	1,209	75	1,251	758	740	833	786
Utah	M	...	.....	3	1,733	16	888	19	1,021	21	1,198	15	522	36	916
	F	...	.....	...	.....	23	786	23	786	12	914	346	529	358	542
	T	2	442	3	1,733	39	828	42	893	33	1,095	361	528	394	576
Washington	M	...	.....	3	1,717	45	998	48	1,043	36	1,222	6	708	42	1,148
	F	...	.....	1	1,000	57	950	58	951	30	1,081	689	725	719	740
	T	4	883	4	1,538	102	971	106	992	66	1,158	695	725	761	763
Oregon	M	...	.....	1	2,000	8	938	9	1,056	26	1,213	.....	.....	26	1,213
	F	...	.....	...	.....	17	958	17	958	5	1,050	327	670	332	676
	T	2	393	1	2,000	25	952	26	992	31	1,187	327	670	358	715
California	M	...	.....	17	2,364	95	1,401	112	1,547	84	1,507	33	962	117	1,353
	F	...	.....	...	.....	173	1,173	173	1,173	107	1,393	1,990	812	2,097	842
	T	11	2,818	17	2,364	268	1,254	285	1,320	191	1,443	2,023	814	2,214	869
United States	M	...	.....	543	1,908	2,874	1,303	3,417	1,399	2,378	1,542	1,500	1,161	3,878	1,395
	F	...	.....	33	1,232	5,149	903	5,182	905	3,835	970	68,730	650	72,565	667
	T	467	92,892	576	1,869	8,023	1,046	8,599	1,101	6,213	1,189	70,230	661	76,443	704
United States (not including New York, Chicago, Philadelphia, and Boston)	M	...	.....	498	1,738	2,219	1,106	2,717	1,222	1,921	1,247	600	653	2,521	1,105
	F	...	.....	30	1,131	4,370	817	4,400	819	3,332	826	48,793	556	52,125	573
	T	463	67,893	528	$1,703	6,589	$ 914	7,117	$ 973	5,253	$ 980	49,393	$ 557	54,646	$ 597

When the state averages are compared and the four great cities are not included, it is found that the highest average for elementary teachers, $814, was reported for California with 11 cities, Montana standing next with $792. The lowest average is found to be $320 for Florida, represented by only two cities however. The next lowest is South Carolina at $352, also for two cities only. The average for the state of New York, with the city of New York included is $866 for elementary teachers—higher than that for any other state.

In salaries of elementary principals (with the four great cities not included) California leads with $1,443 and New Jersey is next with $1,370. The lowest is $526 for Florida. New York state shows an average of $1,820 when New York city is included.

For high-school teachers (not including principals) California again leads with an average of $1,254, and Colorado is next with $1,150. The lowest average, $405, which is reported from South Carolina, represents only two cities and 8 teachers. The next lowest is North Carolina with $636. All this is for the states with the four great cities omitted; the average for New York state with New York city included is $1,293.

For high-school principals California again leads with an average of $2,364 and Massachusetts (not including Boston) is next with $2,261. The lowest average, $850, is reported for North Carolina, with South Carolina next at $855; only two cities are represented in each state. In this case, when the great cities are included, New York leads with an average of $2,518, the Massachusetts average being $2,499.

THE SEX OF TEACHERS IN HIGH AND ELEMENTARY SCHOOLS

As the relatively small number of male teachers in the public schools is so frequently a subject of discussion, and as their employment has such an important bearing upon the salaries paid, the following table has been

PER CENT. OF MEN EMPLOYED AS PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS, BY GROUPS OF CITIES

Cities with Population of—	Number of Cities	Per cent. of Men Employed in—								
		High Schools			Elementary Schools			High and Elementary Schools		
		Principals	Teachers	Principals and Teachers	Principals	Teachers	Principals and Teachers	Principals	Teachers	Principals and Teachers
1,000,000 or over	3	91.9	45.7	47.0	44.2	4.3	5.1	46.1	6.7	8.5
200,000 to 1,000,000	16	93.7	40.1	42.2	43.0	2.0	4.9	45.8	5.7	8.4
100,000 to 200,000	20	100.0	36.9	39.3	30.4	0.9	3.6	34.1	5.5	7.9
50,000 to 100,000	38	94.1	36.3	39.5	40.6	0.9	4.5	43.8	4.4	7.9
30,000 to 50,000	58	95.4	33.1	37.7	45.2	1.2	5.7	49.2	4.6	9.1
20,000 to 30,000	74	98.8	31.3	37.3	32.3	1.1	4.7	39.4	5.3	9.2
15,000 to 20,000	60	91.5	31.0	37.5	34.7	1.1	5.0	41.9	5.3	9.5
10,000 to 15,000	110	90.3	26.7	34.8	27.5	0.9	3.9	37.4	4.5	8.3
8,000 to 10,000	88	94.7	24.6	34.0	37.5	2.2	5.9	48.6	5.7	10.5
Total	467	94.3	35.8	39.7	38.3	2.1	5.1	43.0	5.6	8.6

prepared to show the per cent. of men in each of the great classes of teachers. These teachers number 85,042, and constitute 91.6 per cent. of all the teachers employed in the 467 cities from which full reports were secured. Supervisors and teachers of special branches are not here included.

It will be seen from this table that only 7,295, or 8.6 per cent., of the entire 85,042 principals and teachers in both high and elementary schools are men. In this number are included 2,921 who are principals (43 per cent. of the whole number of principals) and 4,374 who are teachers (only 5.6 per cent. of the whole number of teachers).

In high schools 3,417, or 39.7 per cent. of the principals and teachers are men. Of the principals alone 94.3 per cent. are men, while of the teachers alone 35.8 per cent. are men.

In marked contrast to the high schools are the elementary schools. Here only 3,878, or 5.1 per cent., of the principals and teachers are men. Of the principals alone 38.3 per cent. are men, while of the teachers alone 2.1 per cent. are men.

Examining the various groups of cities, it is seen that the 58 cities in the two groups with population of 50,000 to 100,000 and 100,000 to 200,000 employ the smallest per cent. of men (but 7.9 per cent.), while the cities of 8,000 to 10,000 employ 10.5 per cent., the largest per cent.

The smallest per cent. of male principals is reported in the cities with population of 10,000 to 15,000, where 37.4 are employed; the largest per cent. is in the cities of 30,000 to 50,000, where 49.2 are employed. In the the cities of 100,000 to 200,000 all of the high-school principals are men, but the principals of elementary schools include only 30.4 per cent. of men.

With regard to teachers, the smallest per cent. of men is found in cities of 50,000 to 100,000, where only 4.4 per cent. is reported, while the largest per cent. (6.7) is found in the three cities of 1,000,000 population or over.

Considering teachers in high schools only, the largest per cent. of men (45.7) is found in the group of largest cities and the smallest per cent. (24.6) in the group of smallest cities.

Of elementary school teachers the largest per cent. of men (4.3) is reported in the group of largest cities, and the next largest per cent. (2.2) in the smallest cities. Nine-tenths of one per cent. is reported in three groups of cities—10,000 to 15,000, 50,000 to 100,000, and 100,000 to 200,000.

In this connection the remarks touching the subject of the sex of teachers in the public schools of the United States and of their compensation, in the report of the Mosely Educational Commission, may be of interest. This committee is, of course, in no way responsible for the opinions expressed therein.

Most of the members of the Mosely Educational Commission to the United States, a commission composed of eminent representatives of all branches of education in Great Britain, in their reports noted the fact that they were forcibly struck in their study of American schools with the very large preponderance of women teachers in all branches of education

throughout the country. Mr. Mosely says in his preface to the report of the commission:

> Not only did I find comparatively few men engaged in teaching, but also few preparing to become teachers; and upon further investigation I discovered the reason to lie in the smallness of the remuneration, which is insufficient to attract a good class of men. This I think a serious defect, and I venture to suggest that higher salaries should be paid to teachers of both sexes, but especially to men, in order to make it worth their while to take up the profession not merely as a duty but as a remunerative occupation.

In their joint report the commissioners say that they observe

> that the remuneration of teachers is by no means always placed on a satisfactory basis; and they have also been led to view somewhat with alarm the growing preponderance of women teachers.

In regard to this last point, while 24 of the commissioners joined in signing, it is noted that one did not agree and another regarded the subject as an open question.

Mr. A. J. Shepheard, chairman of the Technical Education Board of the London County Council, says upon this latter point,

> In endeavoring to ascertain the American view of the situation, I found some who were prepared to argue that it was no disadvantage, inasmuch as the moral influence of the women teachers on the boys was all for good, while they were, undoubtedly, as good teachers as the men. Many, and perhaps the majority, of those we met were frank enough to say that it was a question of money only; that female teachers were prepared to accept smaller (say, two-thirds) salaries than men, and that they were appointed accordingly. The situation was pithily put by one of our commissioners. "It is apparently thought better to have first-class women than second-class men."

It should be noted, in connection with this statement in regard to salaries, that the study of the Mosely Commission was confined to the largest cities of the country, where the salaries paid are much above the average for the cities of the country as a whole.

SUPERVISORS AND SPECIAL TEACHERS

Within recent years there has grown up much specialization in various classes of instruction, and this has led to the appointment of supervisors, as they are commonly called, or special teachers, who have charge of a single kind of instruction throughout the whole school system. Special lines of work which are carried on in this manner are music, drawing, manual training, physical training, penmanship, sewing, cooking, etc. Supervisors of grammar and primary work are also reported, but this is in the nature of supervisory work rather than special instruction. The supervisors of kindergartens have already been tabulated in Table I.

In the following tables the salaries of supervisors and special teachers are presented. The order of arrangement is as in Table I, according to the size of city from largest to smallest. The division into groups is merely indicated, no summaries being made. Averages have not been made for supervisors or directors and their assistants or teachers in combination, but only for the two or more of the same grade in the few cases where such are reported. The tables follow:

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MUSIC

CITIES WITH POPULATION OF 1,000,000 OR OVER

City	Number	Sex	Yearly Salary
New York, N.Y.	3	M	$4,000
	2	M	2,160
	7	M	1,600
	4	M	1,500
	4	M	1,400
	23	F	1,400
	2	M	1,300
	4	F	1,300
	1	F	1,260
	1	F	1,200
	3	F	1,100
	1	F	1,000
Average	52	..	1,421
Chicago, Ill.	4	M	$1,600
	1	F	1,600
	4	F	1,400
Average	9	..	1,511
Philadelphia, Pa.	1	M	3,000
	16	F	1,000

CITIES WITH POPULATION OF 200,000 TO 1,000,000

St. Louis, Mo.	1	M	$1,968
	1	M	1,856
Average	2	..	1,912
	2	F	1,320
	1	F	960
Average	3	..	1,200
Boston, Mass.	1	M	3,000
	1	M	2,652
	3	M	2,076
	4	F	1,044
Average	5	F	1,632
Baltimore, Md.	1	F	1,500
	3	F	900
Cleveland, Ohio	1	M	1,500
	1	F	1,200
Average	2	..	1,350
Buffalo, N. Y.	1	M	1,600
	1	M	1,550
	2	F	1,200
Average	3	..	1,317
San Francisco, Calif.	1	F	$1,620
	1	F	900
Pittsburg, Pa.	2	M	1,500
Cincinnati, Ohio	1	M	2,100
	8	M	1,600
Milwaukee, Wis.	1	F	1,500
Detroit, Mich.	1	F	1,500
New Orleans, La.	1	F	675
	3	F	630
	1	F	585
Average	5	..	630
Washington, D. C.	1	F	1,400
	3	M	1,000
	2	F	1,000
	1	F	825
	1	F	800
	4	F	700
	2	F	650
	3	F	600
	1	F	550
Average	17	..	769
Newark, N. J.	1	F	1,500
	1	F	950
Louisville, Ky.	1	F	1,200
Minneapolis, Minn.	1	F	1,300

CITIES WITH POPULATION OF 100,000 TO 200,000

Indianapolis, Ind.	1	M	$2,500
Providence, R. I.	1	M	2,000
	2	F	1,000
Rochester, N. Y.	1	F	1,300
Denver, Colo.	2	M	1,600
Allegheny, Pa.	1	M	1,000
Columbus, Ohio	1	F	1,425
Worcester, Mass.	1	M	1,750
	1	F	950
Los Angeles, Calif.	1	F	1,300
	1	F	1,200
New Haven, Conn.	1	M	$2,300
Syracuse, N. Y.	1	M	1,500
	1	F	1,000
Fall River, Mass.	1	M	1,200
Memphis, Tenn.	1	F	900
Omaha, Neb.	1	F	1,235
Paterson, N. J.	1	M	1,500
St. Joseph, Mo.	1	F	900
Scranton, Pa.	1	F	1,200
Lowell, Mass.	1	M	1,250
	1	F	700

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MUSIC—*Continued*

CITIES WITH POPULATION OF 50,000 TO 100,000

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
Cambridge, Mass.	1	M	$2,000	Springfield, Mass.	1	M	$1,500
	1	F	800		1	F	700
Atlanta, Ga.	1	M	1,200	Peoria, Ill.	1	F	1,500
Albany, N. Y.	1	M	1,900	Evansville, Ind.	1	M	1,200
Dayton, Ohio.	1	F	1,125	Manchester, N. H.	1	M	1,200
Grand Rapids, Mich.	1	F	1,100		1	F	500
Reading, Pa.	1	F	650	Utica, N. Y.	1	M	1,350
	1	F	550	Salt Lake City, Utah.	1	M	1,450
Nashville, Tenn.	1	M	1,400	Waterbury, Conn.	1	F	750
Wilmington, Del.	1	F	1,000		1	F	500
Camden, N. J.	1	M	1,300	Elizabeth, N. J.	1	M	500
Trenton, N. J.	1	F	1,100	Erie, Pa.	1	F	703
Troy, N. Y.	1	M	1,500		1	F	504
Lynn, Mass.	1	M	1,800	Wilkesbarre, Pa.	1	M	1,050
Oakland, Calif.	1	F	1,200	Kansas City, Kans.	1	F	810
New Bedford, Mass.	1	M	1,900	Norfork, Va.	1	M	900
Somerville, Mass.	1	M	1,700	Harrisburg, Pa.	2	M	800
	1	F	900				
Lawrence, Mass.	1	F	800				
	1	M	650				

CITIES WITH POPULATION OF 30,000 TO 50,000

Holyoke, Mass.	1	M	$1,100	Terre Haute, Ind.	1	M	$ 850
Youngstown, Ohio.	1	F	1,200	Allentown, Pa.	1	F	700
Ft. Wayne, Ind.	1	M	1,100	McKeesport, Pa.	1	M	1,000
Akron, Ohio.	1	M	1,600	Dubuque, Iowa.	1	F	750
Tacoma, Wash.	1	F	1,000	Davenport, Iowa.	b1	M	750
Covington, Ky.	1	(a)	1,250	Salem, Mass.	1	F	1,200
Lancaster, Pa.	1	M	650	Elmira, N. Y.	1	F	850
	2	M	500	Malden, Mass.	1	M	1,700
Lincoln, Neb.	1	M	800	Superior, Wis.	1	F	850
Brockton, Mass.	1	M	850	York, Pa.	c1	M	225
Schenectady, N. Y.	1	F	650	Newton, Mass.	1	M	1,800
	1	M	500	Springfield, Ill.	1	F	1,000
Pawtucket, R. I.	1	M	1,200	Butte, Mont.	1	F	1,050
Birmingham, Ala.	1	M	1,200	Chester, Pa.	1	F	570
Spokane, Wash.	1	F	810	Chelsea, Mass.	1	M	1,200
Altoona, Pa.	1	F	675	Topeka, Kans.	1	M	630
Saginaw, Mich.	1	F	1,000	Fitchburg, Mass.	1	M	300
Wheeling, W. Va.	1	F	1,000		1	F	540
Johnstown, Pa.	1	M	1,000	E. St. Louis, Mo.	1	M	1,200
Haverhill, Mass.	1	M	950	Rockford, Ill.	1	F	900
	1	F	300	Auburn, N. Y.	1	F	850
Atlantic City, N. J.	1	F	750	Racine, Wis.	1	F	550
Taunton, Mass.	1	M	1,600	Joliet, Ill.	1	F	700
Newcastle, Pa.	1	M	810	Woonsocket, R. I.	1	M	1,100
Passaic, N. J.	1	F	800	Sacramento, Calif.	1	F	1,000
Canton, O.	1	F	950	La Crosse, Wis.	1	F	750
Sioux City, Iowa.	1	M	900				

a Not reported. *b* Thirteen-twentieths time. *c* Part time to other work.

CITIES WITH POPULATION OF 20,000 TO 30,000

Oshkosh, Wis.	1	F	$ 600	Kalamazoo, Mich.	1	F	775
Williamsport, Pa.	1	F	495	Quincy, Mass.	1	M	800
Pueblo, Colo.	1	F	950	Hamilton, O.	1	M	1,140
New Britain, Conn.	1	M	1,250	Kingston, N. Y.	1	F	700
Everett, Mass.	1	M	2,500	Newburgh, N. Y.	1	M	200
Cedar Rapids, Iowa.	1	F	900	Aurora (E. side), Ill.	a1	F	580
Bay City, Mich.	1	F	725	Aurora (W. side), Ill.	b1	F	300
Fort Worth, Tex.	1	F	950	Lima, O.	1	F	570
	1	F	475	Nashua, N. H.	1	M	1,000
Easton, Pa.	1	F	800	Meriden, Conn.	1	M	1,200
Gloucester, Mass.	1	M	1,200	Jamestown, N. Y.	1	M	750
N. Adams, Mass.	1	M	1,200	Wichita, Kans.	1	F	810
Jackson, Mich.	1	F	800	Waltham, Mass.	1	M	1,000

a Three and one-half days a week. *b* Two days a week.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MUSIC—*Continued*

CITIES WITH POPULATION OF 20,000 TO 30,000—*continued*

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
Poughkeepsie, N. Y.	1	M	$1,200	Bangor, Me.	1	F	$ 650
Muncie, Ind.	1	F	1,080	Warwick, R. I.	1	F	650
Lewiston, Me.	1	M	1,000	Brookline, Mass.	1	M	1,000
Cohoes, N. Y.	1	M	1,000		1	F	650
Zanesville, O.	1	M	950	Niagara Falls, N. Y.	1	F	700
Bloomington, Ill.	1	F	750	Shenandoah, Pa.	1	F	540
Colorado Springs, Colo.	1	F	1,200	Rock Island, Ill.	1	M	800
	1	M	300	Evanston, Ill.	1	F	1,200
Sheboygan, Wis.	1	M	800	Port Huron, Mich.	1	F	600
	*c*5	M	750	Paducah, Ky.	1	F	600
	1	F	600	Madison, Wis.	1	F	555
East Orange, N. J.	1	M	1,000	Chicopee, Mass.	1	F	650
Elgin, Ill.	1	F	950	New Albany, Ind.	1	M	1,000
Watertown, N. Y.	1	F	700	New Brunswick, N. J.	1	M	950
Burlington, Iowa	1	M	1,000	Concord, N. H.	1	M	1,175
Clinton, Iowa	1	F	900	Medford, Mass.	*b*1	M	800
Pittsfield, Mass.	1	M	1,000	Muskegon, Mich.	1	M	750
Anderson, Ind.	1	F	1,150	Battle Creek, Mich.	1	F	775
Norristown, Pa.	1	M	900	Winona, Minn.	1	F	800
Newport, R. I.	1	F	1,000	Green Bay, Wis.	1	F	675
Decatur, Ill.	1	F	650	Sandusky, O.	1	M	1,000

b Two days a week. *c* Also German.

CITIES WITH POPULATION OF 15,000 TO 20,000

Marion, Ind.	1	F	$ 900	Logansport, Ind.	1	F	$ 630
Burlington, Vt.	1	M	1,000	Shreveport, La.	1	M	810
Northampton, Mass.	1	M	1,000	Stamford, Conn.	1	M	1,050
Gloversville, N. Y.	1	F	550	Lockport, N. Y.	1	F	650
	1	F	500	Plainfield, N. J.	1	M	900
Central Falls, R. I.	1	F	800	Union, N. J.	1	M	600
Lorain, Ohio	1	M	1,000	New Rochelle, N. Y.	1	F	850
Shamokin, Pa.	1	F	600	Berkeley, Calif.	1	F	1,100
Newark, O.	1	M	900	Parkersburg, W. Va.	1	F	815
Portsmouth, O.	1	F	700	Appleton, Wis.	1	M	700
Mansfield, O.	1	M	1,100		1	M	650
Richmond, Ind.	1	M	1,000		1	F	495
New London, Conn.	1	M	700	Fond du Lac, Wis.	1	F	600
Lafayette, Ind.	1	M	950	Ann Arbor, Mich.	1	F	*b*550
Lebanon, Pa.	1	F	685	Asheville, N. C.	1	F	405
E. Liverpool, O.	1	M	900	Bradford, Pa.	1	F	675
Stockton, Calif.	1	(*a*)	1,000	Jacksonville, Ill.	1	F	675
Great Falls, Mont.	1	F	950	Sedalia, Mo.	1	M	630
Alameda, Calif.	1	F	990	Montclair, N. J.	1	M	1,300
Danville, Ill.	1	F	750	Alton Ill.	1	F	800
Columbus, Ga.	1	F	540	Middletown	1	F	650
El Paso, Texas	1	F	875	Hazelton, Pa.	1	F	*c*540
	1	F	675	Waterloo, Iowa	1	F	630
Lansing, Mich.	1	F	500	Ogdensburg, N. Y.	1	F	*b*400
Braddock, Pa.	1	F	675				

a Not reported. *b* Not full time. *c* Also drawing.

CITIES WITH POPULATION OF 10,000 TO 15,000

Plymouth, Pa.	1	M	$305	Newburyport, Mass.	1	F	$550
Cranston, R. I.	1	F	672	Steubenville, O.	1	F	600
	1	F	700	Wilkinsburg, Pa.	1	F	675
Streator, Ill.	1	F	720	Ft. Dodge, Iowa	1	F	585
Marietta, O.	1	M	900	Woburn, Mass.	1	F	900
Muscatine, Iowa	1	F	600	Melrose, Mass.	1	M	750
Cheyenne, Wyo.	*a*1	F	800	Hammond, Ind.	1	F	713
Keokuk, Iowa	1	M	810	Ashtabula, O.	1	F	540
Beverly, Mass.	1	M	950	Freeport, Ill.	1	M	650
Watervliet, N. Y.	1	F	550	Hyde Park, Mass.	1	M	700
Manistee, Mich.	1	F	600	Homestead, Mass.	1	F	800
Mt. Carmel, Pa.	1	M	175	Leon inster	1	F	600
Clinton, Mass	1	F	700	Janesville, Wis.	*a*1	F	810

a Also drawing.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MUSIC—*Continued*

CITIES WITH POPULATION OF 10,000 TO 15,000—*continued*

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
Owensboro, Ky.	1	F	$ 630	Greenwich, Conn.	*g*1	M	$ 300
Helena, Mont.	1	F	765				
Ithaca, N. Y.	1	F	800	Gardner, Mass.	1	M	800
Marlboro, Mass.	1	M	600	Weymouth, Mass.	1	M	600
Chillicothe, O.	1	F	750	Geneva, N. Y.	1	F	300
Menominee, Mich.	*a*1	M	713	Mankato, Minn.	*b*1	F	630
Auburn, Me.	1	M	800	Lawrence, Kans.	1	F	450
Ansonia, Conn.	1	M	600	Bath, Me.	1	F	550
Wausau, Wis.	1	F	450	Ottawa, Ill.	1	M	650
E. Providence, R. I.	1	F	646	Portsmouth, N. H.	1	M	600
Cairo, Ill.	1	F	585	Little Falls, N. Y.	1	F	450
W. Bay City, Mich.	*b*1	F	350	Johnstown, N. Y.	1	F	600
Spartansburg, S. C.	1	F	360	Southbridge, Mass.	1	F	320
Leadville, Colo.	*a*1	F	1,000	Henderson, Ky.	1	F	550
Westfield, Mass.	1	M	800	La Salle, Ill.	1	F	600
Marion, O.	1	F	630	Meadville, Pa.	1	F	800
Fresno, Calif.	*c*1	F	1,250	Marquette, Mich.	1	F	700
Manitowoc, Wis.	1	F	750	Milford, Mass.	1	F	350
Columbia, Pa.	*d*1	F	500	Ironton, O.	1	F	450
Oklahoma City, Okla.	1	F	720	Greensboro, N. C.	1	F	540
Hannibal, Mo.	1	M	360		1	F	225
Marshalltown.	1	F	630	Kearney, N. J.	1	F	600
Lansingburg, N. Y.	1	M	1,200	Tiffin, O.	1	M	800
Saratoga, N. Y.	1	M	1,000	Phillipsburg, N. J.	1	F	650
Massillon, O.	1	M	750	Sault St. Marie, Mich.	1	F	575
Huntington, W. Va.	1	F	560	Framingham, Mass.	1	M	800
	*e*1	M	48	Naugatuck, Conn.	1	M	700
Attleboro, Mass.	*b*1	M	650	Corning, N. Y.	*a*1	F	450
Charleston, W. Va.	1	M	675		1	M	850
Dunkirk, N. Y.	1	F	450	Rutland, Vt.	1	F	500
Morristown, N. J.	*f*1	M	600	Adams, Mass.	1	F	650
Hornellsville, N. Y.	*a*1	F	620	Beloit, Wis.	1	F	570

a Also drawing. *c* Also manual training. *e* Colored school.
b Three days each week. *d* Also physical culture. *f* Half time. *g* Half a day weekly.

CITIES WITH POPULATION OF 8,000 TO 10,000

Fort Scott, Kans.	1	F	$ 600	Champaign, Ill.	1	M	$ 595
Sunbury, Pa.	1	F	450	N. Tonawanda, N. Y.	1	F	650
Pontiac, Mich.	*a*1	F	750	Duquesne, Pa.	1	F	720
Watertown, Mass.	*b*1	M	350	Alliance, O.	1	F	750
	*b*1	M	250	Lincoln, Ill.	1	F	700
Ironwood, Mich.	1	F	700	Willimantic, Conn.	1	F	170
Bloomfield, N. J.	*c*1	M	650		1	F	100
	*c*1	F	650	Sharon, Pa.	1	M	765
Adrian, Mich.	1	F	500	Long Branch, N. J.	1	F	1,000
Mattoon, Ill.	1	F	638	Webster, Mass.	1	F	500
Plymouth, Mass.	*d*1	F	600	Elyria, O.	*c*1	F	650
Middletown, Conn.	*d*1	F	250	Owosso, Mich.	*f*1	F	450
Escanaba, Mich.	1	F	625	Xenia, O.	1	M	800
Hudson, N. Y.	1	F	425	Wabash, Ind.	1	F	600
West Chester, Pa.	1	F	1,000	Arlington, Mass.	*e*1	F	800
Huntington, Ind.	1	F	600	Washington, Ind.	1	M	750
Natick, Mass.	*a*1	F	400	Danvers, Mass.	1	F	450
Frankfort, Ky.	1	M	300	Warren, O.	*g*1	M	550
Waterville, Me.	1	F	500	Rochester, N. H.	1	M	350
Amesbury, Mass.	1	F	400	Peru, Ind.	1	M	675
Olean, N. Y.	*c*1	F	800	Barre, Vt.	*h*1	F	500
Carthage, Mo.	1	M	585	Freemont, O.	1	M	450
Traverse City, Mich.	1	F	450	Plattsburg, N. Y.	1	F	500
Port Jervis, N. Y.	1	F	375	Torrington, Conn.	1	M	600
	2	F	350	Ware, Mass.	1	F	500
	1	F	325	Titusville, Pa.	1	F	570
	1	F	300	Cambridge, O.	1	M	675
Hutchinson, Kans.	1	F	450	Bowling Green, Ky.	1	F	450
Dubois, Pa.	1	F	495	Emporia, Kans.	1	M	765
Wakefield, Mass.	1	M	800	Rockland, Me.	1	F	500
Iron Mt., Mich.	1	F	713	Columbus, Ind.	1	F	900
Oskaloosa, Ga.	1	M	675	Chippewa Falls, Wis.	*a*1	F	675
Phoenixville, Pa.	1	M	703	Wellston, O.	1	M	495
Batavia, N. Y.	1	F	500	Warren, Pa.	1	F	495
Keene, N. H.	*e*1	F	300	Latonia, N. H.	1	M	500
Pasadena, Calif.	1	F	900	Danville, Pa.	1	F	360
				Cripple Creek, Colo.	2	F	960

a Also drawing. *d* Half time. *g* Two-fifths time.
b One day weekly. *e* Three days per week. *h* Three and one-half days weekly.
c Also physical culture. *f* Four-fifths time.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF DRAWING

CITIES WITH POPULATION OF 1,000,000 OR OVER

City	Number	Sex	Yearly Salary
New York, N. Y.	1	M	$4,000
	1	M	3,900
Average	2	.....	3,950
	1	M	2,160
	13	F	1,400
	2	F	1,300
	4	F	1,200
	2	F	1,100
	1	F	1,000
	1	F	900
Average	24	..	1,328
Chicago, Ill.	1	M	$2,400
	4	F	1,400
Philadelphia, Pa.	1	M	3,000
	8	F	1,000

CITIES WITH POPULATION OF 200,000 TO 1,000,000

City	Number	Sex	Yearly Salary
St. Louis, Mo.	1	M	$1,968
		F	1,000
Boston, Mass.	1	M	3,600
	1	M	2,508
	1	M	2,500
	3	F	1,500
	5	F	1,200
Average	10	..	1,551
Baltimore, Md.	1	F	1,200
	11	F	648
Cleveland, O.	1	M	2,200
Buffalo, N. Y.	1	M	1,600
	3	F	750
San Francisco, Calif.	1	F	1,620
	1	F	900
Pittsburg, Pa.	1	F	1,500
Cincinnati, Ohio	1	M	1,900
	1	F	1,100
	1	M	1,000
	2	F	800
	1	F	750
	1	F	650
Average	6	..	850
Detroit, Mich.	1	F	1,500
New Orleans, La.	1	F	$ 765
	4	F	630
	1	F	540
Average	6	..	638
Washington, D. C.	1	F	1,400
	1	M	1,200
	1	F	1,000
	1	F	900
	1	F	850
	1	M	800
	1	F	700
	1	F	650
	3	M	600
	1	F	600
	1	F	550
	1	F	525
Average	13	..	737
Newark, N. J.	1	F	1,500
	1	F	1,000
Jersey City, N. J.	1	M	2,400
Louisville, Ky.	1	F	1,500
Minneapolis, Minn.	1	F	2,000
	1	F	900

CITIES WITH POPULATION OF 100,000 TO 200,000

City	Number	Sex	Yearly Salary
Indianapolis, Ind.	1	F	$2,500
	1	F	1,500
Providence, R. I.	1	F	1,800
	2	F	1,000
Rochester, N. Y.	1	F	1,200
	1	F	1,000
Denver, Colo.	1	M	1,700
	1	F	1,400
Average	2	..	1,550
Allegheny, Pa.	1	F	1,100
	1	F	800
Columbus, O.	1	M	1,425
Worcester, Mass.	1	M	1,800
	1	M	1,300
	2	F	850
	1	F	300
Los Angeles, Calif.	1	F	$1,300
	1	F	1,200
New Haven, Conn.	1	M	1,700
Syracuse, N. Y.	1	F	1,100
Fall River, Mass.	1	M	1,000
Omaha, Neb.	1	F	1,235
Paterson, N. J.	1	F	1,000
St. Joseph, Mo.	1	F	1,125
Scranton, Pa.	1	F	1,400
	1	F	800
Lowell, Mass.	1	F	1,250
	1	M	250

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF DRAWING—*Continued*

CITIES WITH POPULATION OF 50,000 TO 100,000

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
Portland, Oregon	1	F	$ 800	Springfield, Mass.	1	M	$1,600
	1	F	650		1	F	700
Cambridge, Mass.	1	M	1,900	Hoboken, N. J.	1	M	900
	1	F	800		2	F	720
Albany, N. Y.	1	M	1,900	Peoria, Ill.	1	F	1,500
Dayton, O.	1	F	1,125	Evansville, Ind.	1	F	1,200
Seattle, Wash.	1	F	1,000	Manchester, N. H.	1	M	1,200
Grand Rapids, Mich.	1	F	1,050	Utica, N. Y.	b1	M	1,100
Reading, Pa.	1	F	650		b1	M	700
Nashville, Tenn.	a1	M	1,500		b2	F	700
Wilmington, Del.	1	M	1,000	Duluth, Minn.	1	F	1,050
Camden, N. J.	1	M	1,300	Salt Lake City, Utah.	1	M	1,450
Bridgeport, Conn.	1	F	1,200	Waterbury, Conn.	1	F	850
Trenton, N. J.	1	F	900	Elizabeth, N. J.	1	F	1,000
Troy, N. Y.	1	F	1,200	Erie, Pa.	1	F	665
Lynn, Mass.	1	F	1,250		1	M	456
	1	F	950	Norfolk, Va.	1	F	750
Oakland, Calif.	1	M	1,500	Harrisburg, Pa.	1	M	950
New Bedford, Mass.	1	F	1,500		1	F	700
Somerville, Mass.	1	F	1,000		1	F	475
Lawrence, Mass.	1	M	1,500				
	1	F	700				

a Also penmanship. *b* Also manual training,

CITIES WITH POPULATION OF 30,000 TO 50,000

Holyoke, Mass.	1	F	$1,200	Bayonne, N. J.	1	F	$ 750
	1	F	800	Superior, Wis.	1	F	900
Youngstown, O.	1	F	1,200	York, Pa.	1	F	765
Ft. Wayne, Ind.	1	F	1,100	Newton, Mass.	1	M	2,000
Akron, O.	1	F	1,000	Springfield, Ill.	1	F	1,000
Tacoma, Wash.	1	F	850	Butte, Mont.	1	F	1,050
Covington, Ky.	1	(a)	700	Chelsea, Mass.	1	F	850
Lincoln, Neb.	1	F	800		1	F	525
Dallas, Texas.	1	F	900	Topeka, Kans.	1	F	630
Brockton, Mass.	1	F	700	Fitchburg, Mass.	1	F	750
	1	F	900	E. St. Louis, Mo.	1	M	1,200
Schenectady, N. Y.	1	F	800	Atlantic City, N. J.	1	F	750
	1	M	750	Montgomery, Ala.	b1	M	1,000
Pawtucket, R. I.	1	M	1,400	Taunton, Mass.	1	F	1,000
	1	F	700	Newcastle, Pa.	1	F	630
Altoona, Pa.	1	F	540	Passaic, N. J.	1	F	850
Saginaw, Mich.	1	F	1,000	Canton, O.	b1	M	950
Johnstown, Pa.	1	F	1,000	Sioux City, Iowa.	1	F	900
Haverhill, Mass.	1	F	800	Auburn, N. Y.	1	F	900
Terre Haute, Ind.	1	F	950	Racine, Wis.	1	F	800
Allentown, Pa.	1	F	300	Joliet, Ill.	1	F	800
Dubuque, Iowa.	1	F	750	Chattanooga, Tenn.	1	F	540
Davenport, Iowa.	1	F	1,000	Woonsocket, R. I.	1	F	750
Salem, Mass.	1	F	1,500	Sacramento, Calif.	1	M	1,000
Elmira, N. Y.	1	F	900		1	F	1,000
Malden, Mass.	1	M	1,500	La Crosse, Wis.	1	F	725

a Not reported. *b* Also penmanship.

CITIES WITH POPULATION OF 20,000 TO 30,000

Oshkosh, Wis.	1	F	$ 750	Newburgh, N. Y.	1	F	$ 850
Pueblo, Colo.	1	F	950	Aurora (E. side), Ill.	1	F	900
New Britain, Conn.	1	F	750	Aurora (W. side), Ill.	1	F	1,100
Everett, Mass.	1	F	700	Nashua, N. H.	1	F	800
	1	F	200	Meriden, Conn.	1	F	700
Cedar Rapids, Iowa.	1	F	900	Jamestown, N. Y.	1	F	600
Bay City, Mich.	1	F	800	Waltham, Mass.	1	M	1,050
Fort Worth, Texas.	1	M	1,188		1	F	600
Gloucester, Mass.	1	F	800	Poughkeepsie, N. Y.	a1	F	700
	1	F	200	Muncie, Ind.	b1	M	900
N. Adams, Mass.	1	M	1,200	Lewiston, Me.	1	F	500
Jackson, Mich.	1	M	800	Cohoes, N. Y.	1	F	700
Quincy, Mass.	1	F	900	Zanesville, O.	1	F	950
Hamilton, O.	1	M	760	Bloomington, Ill.	1	F	600
Kingston, N. Y.	1	F	700	Newport News, Va.	1	F	540
	1	F	550				

a Also manual training. *b* Also writing.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF DRAWING—*Continued*

CITIES WITH POPULATION OF 20,000 TO 30,000—*continued*

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
Colorado Springs, Colo.	1	F	$1,200	Brookline, Mass.	1	F	$ 950
Sheboygan, Wis.	1	F	750	Niagara Falls, N. Y.	1	F	800
East Orange, N. J.	1	F	1,200	Shenandoah, Pa.	1	F	540
Elgin, Ill.	1	F	800	Rock Island, Ill.	1	F	750
Watertown, N. Y.	1	F	550	Evanston, Ill.	1	F	1,100
Burlington, Iowa	*b*1	F	700	Madison, Wis.	1	F	750
Clinton, Iowa	1	F	665		1	F	222
Pittsfield, Mass.	1	M	1,000	Chicopee, Mass.	1	M	675
Anderson, Ind.	1	M	810	Concord, N. H.	1	F	1,000
Norristown, Pa.	1	F	700	Medford, Mass.	1	F	800
Newport, R. I.	1	F	1,000		1	F	400
	1	F	300	Muskegon, Mich.	1	F	800
Decatur, Ill.	1	F	700	Battle Creek, Mich.	1	M	750
Bangor, Me.	1	F	600	Winona, Minn.	1	F	800
Warwick, R. I.	1	F	700	Sandusky, O.	*b*1	M	1,000
Brookline, Mass.	1	F	1,200				

b Also writing.

CITIES OF 15,000 TO 20,000

Marion, Ind.	*a*1	M	$ 900	Shreveport, La.	1	F	$ 720
Burlington, Vt.	1	F	575	Stamford, Conn.	1	F	850
	1	F	200		1	F	750
Northampton, Mass.	1	F	800	Lockport, N. Y.	1	F	650
Gloversville, N. Y.	*b*1	F	650	Plainfield, N. J.	1	F	800
Central Falls, R. I.	1	F	800	New Rochelle, N. Y.	1	F	1,100
Lorain, Ohio	1	F	650		1	F	400
Newark, Ohio	1	M	1,000	Berkeley, Calif.	1	F	1,100
Mansfield, Ohio	1	F	810	Michigan City, Ind.	1	F	765
Richmond, Ind.	1	F	1,000	Appleton, Wis.	1	F	324
New London, Conn.	1	F	900		1	F	270
Lafayette, Ind.	1	M	750	Ann Arbor, Mich.	1	F	700
Great Falls, Mont.	1	F	950	Jacksonville, Ill.	1	F	675
Alameda, Calif.	1	F	990	Alton, Ill.	1	F	800
El Paso, Texas	1	F	990	Middletown, N. Y.	1	F	700
	1	F	825	Waterloo, Iowa	1	F	540
Lansing, Mich.	1	F	500	Ogdensburg, N. Y.	1	F	700
Logansport, Ind.	1	F	630				

a Also manual training. *b* Also penmanship.

CITIES WITH POPULATION OF 10,000 TO 15,000

Kankakee, Ill.	1	F	$ 540	Hannibal, Mo.	1	F	$ 585
Cranston, R. I.	2	F	500	Marshalltown, Iowa	1	F	540
Marietta, O.	1	F	600	Lansingburg, N. Y.	1	F	600
Muscatine, Iowa	1	F	700		1	F	450
Beverly, Mass.	1	M	1,200	Massillon, O.	1	M	650
	2	M	200	Attleboro, Mass.	1	F	800
Watervliet, N. Y.	1	F	550	Morristown, N. J.	1	F	700
Manistee, Mich.	1	F	650	Greenwich, Conn.	*b*1	M	650
Clinton, Mass.	1	M	800	Milford, Mass.	1	F	450
Newburyport, Mass.	1	F	550	Greensboro, N. C.	1	F	360
Steubenville, O.	1	F	600	Kearney, N. J.	1	F	700
Wilkinsburg, Pa.	1	F	675	Tiffin, Ohio	1	F	650
Ft. Dodge, Iowa	1	F	608	Sault Ste. Marie, Mich.	1	F	600
Woburn, Mass.	1	M	600	Framingham, Mass.	1	M	700
Melrose, Mass.	1	M	750	Naugatuck, Conn.	1	F	1,000
Ashtabula, O.	1	F	270	Corning, N. Y.	*c*1	F	350
Freeport, Ill.	1	F	700	Revere, Mass.	1	F	600
Hyde Park, Mass.	1	F	550	Rutland, Vt.	1	F	600
Homestead, Pa.	1	F	1,000	Adams, Mass.	1	M	850
Leominster, Mass.	1	F	600	Beloit, Wis.	1	F	665
Owensboro, Ky.	1	F	630	Gardner, Mass.	1	F	700
Helena, Mont.	1	F	900	Weymouth, Mass.	1	F	400
Ithaca, N. Y.	1	M	1,000	Geneva, N. Y.	1	F	500
Marlboro, Mass.	1	F	600	Lawrence, Kans.	1	F	450
Chillicothe, O.	*a*1	M	1,200	Ottawa, Ill.	1	F	750
Auburn, Me.	1	F	476	Portsmouth, N. H.	1	F	750
Ansonia, Conn.	1	F	650	Little Falls, N. Y.	1	F	550
Wausau, Wis.	1	F	500	Johnstown, N. Y.	1	F	600
E. Providence, R. I.	1	F	646	Southbridge, Mass.	1	F	550
Westfield, Mass.	1	M	1,000	Henderson, Ky.	1	F	550
Marion, Ohio	*a*1	F	720	La Salle, Ill.	1	F	600
Fresno, Calif.	1	F	1,200	Peekskill, N. Y.	1	F	350
Manitowoc, Wis.	1	F	425	Marquette, Mich.	1	F	700

a Also penmanship. *b* One and one-half days a week. *c* Two days a week.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF DRAWING—*Continued*

CITIES WITH POPULATION OF 8,000 TO 10,000

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
Watertown, Mass.	1	F	$ 700	Duquesne, Pa.	*c*1	F	$720
Ironwood, Mich.	1	F	700	Alliance, O.	*c*1	F	700
Adrian, Mich.	1	F	700	Willimantic, Conn.	1	F	250
Plymouth, Mass.	*a*1	F	350	Sharon, Pa.	*c*1	F	675
Middletown, Conn.	*a*1	F	240	Long Branch, N. J.	1	F	800
West Chester, Pa.	1	M	1,300	Webster, Mass.	*e*1	M	750
Huntington, Ind.	*b*1	F	750	Elyria, O.	*f*1	F	650
Frankfort, Ky.	1	F	375	Owosso, Mich.	*g*1	F	360
Waterville, Me.	1	F	500	Wabash, Ind.	*a*1	F	540
Amesbury, Mass.	1	F	400	Arlington, Mass.	*h*1	F	450
Olean, N. Y.	*c*1	M	800		*i*1	F	75
Waukegan, Ill.	1	F	400	Danvers, Mass.	1	F	500
Carthage, Mo.	1	F	675	Warren, O.	*f*1	F	300
Traverse City, Mich.	1	F	585	Rochester, N. H.	1	F	300
Wakefield, Mass.	1	F	500	Barre, Vt.	1	F	600
Batavia, N. Y.	1	F	600	Watertown, Wis.	1	F	300
Keene, N. H.	*d*1	F	300	Plattsburg, N. Y.	*c*1	F	650
Pasadena, Calif.	1	F	900	Torrington, Conn.	*k*1	F	440
Champaign, Ill.	1	F	505	Ware, Mass.	1	M	500
N. Tonawanda, N. Y.	1	F	700	Titusville, Pa.	1	F	570
	1	F	350	Columbus, Ind.	*c*1	F	630
	1	F	475	Laconia, N. H.	1	F	375

a Half time.
b Also art.
c Also penmanship.
d Three days a week.
e Also commercial.
f Also sewing.
g Three-fifths time.
h Two days a week.
i One day a week.
j One-fourth time.
k Also teaches in Winsted, total salary $1,100.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MANUAL TRAINING

CITIES WITH POPULATION OF 1,000,000 OR OVER

New York, N. Y.	1	M	$4,000	Chicago, Ill.	1	M	$3,000
	10	F	1,400		10	M	1,400
	2	F	1,300		1	M	1,300
	8	F	1,200		4	M	1,100
	4	F	1,100		1	F	1,100
	2	F	1,000		2	M	1,000
					1	M	900
Average	26	..	1,254		1	M	800
					1	M	700
					1	F	700
				Average	22	..	1,177

CITIES WITH POPULATION OF 200,000 TO 1,000,000

St. Louis, Mo.	1	M	$1,312	Detroit, Mich.	1	M	$1,700
	6	M	896				
	4	M	800		4	M	900
					2	M	750
Average	11	..	899	Average	6	..	850
Boston, Mass.	1	M	2,508	Washington, D. C.	1	M	2,000
	3	M	1,200				
	2	F	1,200		*b*3	M	850
	3	M	996		*b*3	M	825
	15	F	996		*b*9	M	800
	3	F	948		*b*2	M	600
	1	M	900				
	3	F	900	Average	17	..	790
	3	F	852				
	1	F	804	Newark, N. J.	1	M	2,200
Average	34	..	992		1	M	1,200
					4	M	1,100
San Francisco, Calif.	1	M	1,800		1	M	1,000
	5	M	1,000		2	F	950
Pittsburg, Pa.	3	M	1,500		5	F	800
	*a*2	F	900				
Milwaukee, Wis.	1	F	1,200	Average	13	..	962
	1	M	500	Minneapolis, Minn.	1	M	1,800
					3	M	1,050
					1	M	850
				Average	4	..	1,000

a Sloyd.
b Teachers of carpentry.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MANUAL TRAINING—*Continued*

CITIES WITH POPULATION OF 100,000 TO 200,000

City	Number	Sex	Yearly Salary
Indianapolis, Ind.	1	M	$1,500
Rochester, N. Y.	1	M	2,000
	9	F	650
	2	F	600
	1	F	550
Average	12	..	633
Toledo, Ohio	1	M	713
	1	M	570
	a1	F	523
	1	M	475
	a1	F	475
	a1	F	428
Average	6	..	531
Denver, Colo.	1	M	1,200
	1	M	760
	1	F	760
Allegheny, Pa.	1	M	$1,400
	1	M	1,350
	1	M	1,300
	4	M	1,250
	1	M	1,000
	1	M	850
Average	9	..	1,211
Worcester, Mass.	1	M	2,000
	2	M	1,200
	1	M	1,100
	1	M	1,050
	1	M	900
	1	M	800
Average	6	..	1,042
Los Angeles, Calif.	b1	M	1,400
New Haven, Conn.	1	F	750
Syracuse, N. Y.	1	M	1,000
	3	F	1,000
Paterson, N. J.	1	M	1,275

a Knife work. *b* Sloyd.

CITIES WITH POPULATION OF 50,000 TO 100,000

City	Number	Sex	Yearly Salary
Atlanta, Ga.	1	M	$1,500
	1	M	1,000
	1	M	800
	1	F	525
Grand Rapids, Mich.	1	M	2,000
	1	M	700
	2	F	700
Nashville, Tenn.	1	M	1,300
	1	M	1,000
	1	F	900
Wilmington, Del.	3	M	$1,000
	c1	M	800
New Bedford, Mass.	1	M	1,600
Springfield, Mass.	1	M	1,300
	2	M	700
	2	F	700
Manchester, N. H.	1	M	1,200
	1	M	700
San Antonio, Tex.	1	M	1,200
Salt Lake City, Utah	1	M	1,450
Erie, Pa.	1	M	1,197

c Colored.

CITIES WITH POPULATION OF 30,000 TO 50,000

City	Number	Sex	Yearly Salary
Youngstown, O.	1	M	$1,200
Birmingham, Ala.	1	F	900
Altoona, Pa.	1	M	1,350
Saginaw, Mich.	a1	M	1,000
	b1	F	650
Johnstown, Pa.	1	M	1,100
Haverhill, Mass.	c1	M	950
Davenport, Iowa.	1	(d)	1,000
Superior, Wis.	1	M	1,500
	1	M	750
Newton, Mass.	c1	F	800
Topeka, Kan.	1	F	$ 540
	1	F	495
	1	F	405
	1	F	360
Rockford, Ill.	1	M	1,000
	1	F	900
Atlantic City, N. J.	1	F	1,000
	1	F	550
	1	F	500
Taunton, Mass.	1	F	700
Passaic, N. J.	1	M	1,200
Auburn, N. Y.	1	M	1,100
Joliet, Ill.	1	M	800

a Woodwork. *b* Knifework. *c* Sloyd. *d* Not reported.

CITIES WITH POPULATION OF 20,000 TO 30,000

City	Number	Sex	Yearly Salary
Oshkosh, Wis.	1	M	$1,250
Pueblo, Colo.	1	M	1,200
	1	F	665
New Britain, Conn.	1	M	1,000
Everett, Mass.	1	F	700
Kalamazoo, Mich.	1	F	750
	1	F	625
	2	F	600
	1	M	425
	1	F	350
Newburg, N. Y.	e1	M	$ 1,300
Aurora (E. side), Ill.	1	M	1,400
Jamestown, N. Y.	1	M	1,000
	1	M	550
	1	M	775
Lewiston, Me.	1	M	1,100
Bloomington, Ill.	1	F	360
Newport News, Va.	1	M	900
Colorado Springs, Colo.	1	M	900
East Orange, N. J.	1		

e Also mechanical drawing

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MANUAL TRAINING—*Continued*

CITIES WITH POPULATION OF 20,000 TO 30,000—*continued*

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
Austin, Tex.	1	M	$1,500		1	M	$1,250
	1	M	750		1	F	850
	1	M	650		1	F	700
	1	F	650	Rock Island, Ill.	1	M	1,200
Norristown, Pa.	1	M	850	Evanston, Ill.	1	M	1,500
Brookline, Mass.	1	M	2,700	Medford, Mass.	*f*1	M	1,200
	1	M	1,500	Battle Creek, Mich.	1	M	800
	1	M	1,300		*c*1	F	500

c Sloyd. *f* Four days a week.

CITIES WITH POPULATION OF 15,000 TO 20,000

Northampton, Mass.	1	F	$ 500	Union, N. J.	1	M	$1,000
Richmond, Ind.	1	M	1,000		1	F	700
San Diego, Calif.	1	M	800	New Rochelle, N. Y.	*b*1	M	1,200
Alameda, Calif.	1	M	1,210	Atchison, Kan.	1	M	585
	1	F	825	Ann Arbor, Mich.	1	F	1,200
Columbus, Ga.	1	M	1,200	Asheville, N. C.	1	F	800
	1	F	540	Bradford, Pa.	1	M	650
Braddock, Pa.	1	M	1,350	Jacksonville, Ill.	1	F	675
Shreveport, La.	1	M	1,200	Montclair, N. J.	1	M	1,200
Stamford, Conn.	*a*1	M	320		1	F	850
					*c*1	M	$4 pr day

CITIES WITH POPULATION OF 10,000 TO 15,000

Melrose, Mass.	1	F	$ 400	Westfield, Mass.	*e*1	M	$ 750
Homestead, Pa.	1	M	1,500	Sault St. Marie, Mich.	*f*1	M	900
	1	M	900	Naugatuck, Conn.	*g*1	M	180
	1	F	700	Sherman, Tex.	1	M	900
Helena, Mont.	*d*1	F	900	Bath, Me.	1	M	600
Menominee, Mich.	1	M	760	Marquette, Mich.	1	M	1,200
Wausau, Wis.	1	M	700				

CITIES WITH POPULATION OF 8,000 TO 10,000

Watertown, Mass.	1	M	$1,000	Wakefield, Mass.	*d*1	F	$ 600
Bloomfield, N. J.	*h*2	F	825	N. Tonawanda, N.Y.	1	M	900
	1	F	700	Willimantic, Conn.	1	M	500
	1	M	700	Long Branch, N. J.	1	F	750
Plymouth, Mass.	*d*1	F	360	Elyria, O.	*j*1	M	650
West Chester, Pa.	1	M	850	Arlington, Mass.	*k*1	M	1,140
Huntington, Ind.	1	F	750	Emporia, Kans.	1	F	540
Waukegan, Ill.	1	M	1,000	Chippewa Falls, Wis.	1	M	630
Carthage, Mo.	1	F	675				

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF PHYSICAL TRAINING

CITIES WITH POPULATION OF 1,000,000 OR OVER

New York, N. Y.	1	M	$4,000	Chicago, Ill.	1	M	$3,000
	1	M	3,000		5	M	1,300
	2	F	2,500		7	M	1,200
Average.	4	..	3,000		1	M	1,100
					1	F	1,100
	2	..	1,400		4	M	1,000
	3	..	1,200		1	F	1,000
	1	..	1,100		2	F	800
	4	..	1,100				
	2	..	900	Average.	21	..	1,128
Average.	12	..	1,142				

a Two days a week for 25 weeks.
b Three days a week.
c Lathe and vise work.
d Sloyd.
e Includes repair work.
f Bench and tray work.
g Part of time.
h Also art.
i One-half time.
j Sloyd and writing.
k Four days a week.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF PHYSICAL TRAINING—*Continued*

CITIES WITH POPULATION OF 200,000 TO 1,000,000

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
St. Louis, Mo.	1	M	$1,104	Cleveland, O.	a1	M	$2,000
	1	F	952		1	F	1,100
	1	M	896		1	F	1,000
	5	M	724	Average	2	..	1,050
	1	M	672	San Francisco, Calif.	1	M	1,800
	1	M	640		1	M	1,200
	1	F	340	Cincinnati, O.	1	M	1,900
Average	11	..	748		2	M	1,200
Boston, Mass.	1	M	3,000		2	M	800
	1	M	2,280		1	F	800
	1	M	1,800	Average	5	..	960
	6	F	1,200	Milwaukee, Wis	1	M	1,000
	2	F	936	Detroit, Mich.	1	F	1,500
	1	F	900	Washington, D. C.	1	F	1,400
Average	11	..	1,277		2	F	1,000
Baltimore, Md.	1	M	1,500		1	F	875
	1	F	700		1	F	800
	1	M	504		2	F	675
	4	F	504		1	F	650
Average	6	..	537		1	F	600
					1	F	500
				Average	9	..	753
				Minneapolis, Minn.	1	F	1,000

a Hygiene.

CITIES WITH POPULATION OF 100,000 TO 200,000

Indianapolis, Ind.	1	M	$1,800	Columbus, O.	1	M	$ 950
Providence, R. I.	1	F	1,200	Worcester, Mass.	1	F	1,100
Allegheny, Pa.	1	M	1,000	Syracuse, N. Y.	1	F	1,200
	1	F	650	St. Joseph, Mo.	1	M	675

CITIES WITH POPULATION OF 50,000 TO 100,000

Portland, Ore.	1	M	$ 850	Oakland, Calif.	1	M	$1,200
Cambridge, Mass.	1	F	900		a1	M	660
	1	F	700		a1	F	660
Atlanta, Ga.	1	M	1,200	Springfield, Mass.	1	F	1,300
Dayton, O.	1	F	1,125	Peoria, Ill.	1	M	1,500
Camden, N. J.	1	M	1,000	Evansville, Ind.	1	M	1,200
Bridgeport, Conn.	1	M	1,400	Duluth, Minn.	1	M	900
Trenton, N. J.	1	F	1,100	Elizabeth, N. J.	1	M	500
				Harrisburg, Pa.	1	M	1,045

CITIES WITH POPULATION OF 30,000 TO 50,000

Ft. Wayne, Ind.	1	M	$1,000	Davenport, Iowa	1	M	$1,100
Schenectady, N. Y.	1	F	650		a1	M	450
	1	F	250	Elmira, N. Y.	1	F	650
Altoona, Pa.	1	F	540	Newton, Mass.	1	F	1,000
Terre Haute, Ind.	1	M	900	Passaic, N. J.	1	F	750
McKeesport, Pa.	1	M	900	Canton, O.	1	F	713
Dubuque, Iowa	1	F	750	Chattanooga, Tenn.	1	F	540

a Half time.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF PHYSICAL TRAINING—*Continued*

CITIES WITH POPULATION OF 20,000 TO 30,000

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
New Britain, Conn.	1	F	$ 700	East Orange, N. J.	1	F	$ 900
Jamestown, N. Y.	1	M	1,050	Pittsfield, Mass.	a1	F	360
	1	F	450	Newport, R. I.	1	F	800
	1	F	350	Brookline, Mass.	1	M	2,400
Waltham, Mass.	1	F	1,000		1	M	900
	1	M	450		1	F	450
Bloomington, Ill.	1	M	450	Sandusky, O.	1	F	500

CITIES WITH POPULATION OF 15,000 TO 20,000

Northampton, Mass.	1	F	$500	New Rochelle, N. Y.	a1	F	$550
Mansfield, O.	1	F	585	Fond du Lac, Wis.	1	M	500
San Diego, Calif.	1	M	500	Asheville, N. C.	1	F	180
Stamford, Conn.	1	M	800	Montclair, N. J.	1	F	800
Union, N. J.	1	M	950				

CITIES WITH POPULATION OF 10,000 TO 15,000

Leominster, Mass.	1	F	$400	Tiffin, O.	1	F	$450
Helena, Mont.	1	F	765	Naugatuck, Conn.	1	M	300
Leadville, Colo.	1	M	600	Rutland, Vt.	b1	F	600

CITIES WITH POPULATION OF 8,000 TO 10,000

Carthage, Mo.	1	F	$585				

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF COOKING

CITIES WITH POPULATION OF 1,000,000 OR OVER

New York, N. Y.	1	F	$2,500	Chicago, Ill.	1	F	$1,125
					2	F	1,075
	16	F	1,200		7	F	1,050
	5	F	1,100		2	F	975
	4	F	1,000		1	F	925
					4	F	875
	25	..	1,148		1	F	800
					3	F	750
					21	..	955

CITIES WITH POPULATION OF 200,000 TO 1,000,000

St. Louis, Mo.	1	F	$944	Detroit, Mich.	1	F	$ 700
	5	F	896		2	F	650
	3	F	800		1	F	600
					1	F	550
Average	9	..	869		1	F	500
Boston, Mass.	1	F	1,500	Average	6	..	608
	6	F	936	Washington, D. C.	1	F	1,200
	5	F	888				
	2	F	840		1	F	900
	3	F	792		3	F	800
	1	F	744		2	F	775
	2	F	648		3	F	700
	3	F	600		5	F	650
	1	F	552		3	F	600
					2	F	550
Average	23	..	805		1	F	500
San Francisco, Calif.	1	F	1,500	Average	20	..	680
	4	F	840				
Pittsburg, Pa.	5	F	900	Newark, N. J.	1	F	950
Milwaukee, Wis.	3	F	700	Minneapolis, Minn.	1	F	900
	1	F	600		1	F	750
					2	F	650
Average	4	..	675	Average	4	..	738

a Half time. *b* Also elocution.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF COOKING—*Continued*

CITIES WITH POPULATION OF 100,000 TO 200,000

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
Toledo, O.	1	F	$523	Los Angeles, Calif.	1	F	$1,300
	2	F	428		1	F	850
				New Haven, Conn.	1	F	600
Average	3	..	459	Syracuse, N. Y.	2	F	800
Allegheny, Pa.	a12	F	850	Fall River, Mass.	1	F	900
					1	F	520
Worcester, Mass.	2	F	600		1	F	480
	2	F	500		1	F	440
Average	4	..	550	Average	4	..	585

a Domestic science 8, domestic art 2, domestic science and art 2.

CITIES WITH POPULATION OF 50,000 TO 100,000

Lynn, Mass.	1	F	$600	Utica, N. Y.	1	F	$900
New Bedford, Mass.	1	F	650		2	F	700
Springfield, Mass.	2	F	800	Waterbury, Conn.	1	F	550
	1	F	600	Erie, Pa.	1	F	646

CITIES WITH POPULATION OF 30,000 TO 50,000

Saginaw, Mich.	1	F	$700	Springfield, Ill.	1	F	$1,000
Haverhill, Mass.	1	F	600	Passaic, N. J.	1	F	850
	1	F	350	Auburn, N. Y.	1	F	900
Davenport, Iowa	1	F	900				

CITIES WITH POPULATION OF 20,000 TO 30,000

New Britain, Conn.	a1	F	$750	Newport, R. I.	1	F	$ 670
	1	F	450		1	F	350
Bay City, Mich.	1	F	600	Niagara Falls, N. Y.	a1	F	700
Quincy, Mass.	1	F	100		a1	F	500
Aurora (West side), Ill.	1	F	100	Evanston, Ill.	a1	F	1,200
Jamestown, N. Y.	b1	F	500	Concord, N. H.	1	F	425
Waltham, Mass.	1	F	300	Medford, Mass.	c1	F	400
Clinton, Iowa	b1	F	450	Battle Creek, Mich.	a1	F	700

CITIES WITH POPULATION OF 15,000 TO 20,000

Alameda, Calif.	1	F	$ 880	Ann Arbor, Mich.	1	F	$700
Columbus, Ga.	1	F	700	Bradford, Pa.	1	F	700
	1	F	180	Jacksonville, Ill.	1	F	675
Braddock, Pa.	1	F	1,000	Montclair, N. J.	1	F	850
Stamford, Conn.	1	F	800				

CITIES WITH POPULATION OF 10,000 TO 15,000

Newburyport, Mass.	d1	F	$480	Sault Ste. Marie, Mich.	1	F	$600
Wausau, Wis.	1	F	800	Meadville, Pa.	1	F	600
Westfield, Mass.	d1	F	500	Marquette, Mich.	1	F	800

CITIES WITH POPULATION OF 8,000 TO 10,000

Ironwood, Mich.	1	F	$750	Long Branch, N. J.	1	F	$750
Champaign, Ill.	1	F	595	Chippewa Falls, Wis.	1	F	540
N. Tonawanda, N. Y.	1	F	700	Warren, Pa.	1	F	675

a For 20 lessons. *b* Domestic arts. *c* Three days per week. *d* Also sewing.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF SEWING

CITIES WITH POPULATION OF 1,000,000 OR OVER

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
New York, N. Y.	1	F	$2,500	Philadelphia, Pa.	59	F	*a* $770
	1	F	2,000			F	*b* 470
Average	2	..	2,250				
	35	F	1,200				
	9	F	1,100				
	2	F	1,000				
	3	F	900				
Average	49		1,155				

CITIES WITH POPULATION OF 200,000 TO 1,000,000

St. Louis, Mo.	5	F	$ 632	Washington, D. C.	1	F	$1,200
Boston, Mass.	42	F	*c* 573				
Baltimore, Md.	1	F	900		1	F	1,000
	24	F	504		20	F	600
					3	F	550
Buffalo, N. Y.	1	F	1,000		2	F	525
					3	F	500
	8	F	625				
	2	F	600		29	..	593
Average	10	..	620	Newark, N. J.	1	F	1,200
					1	F	900
Detroit, Mich.	2	F	700				
	3	F	600				
	2	F	550				
Average	7	..	614				

CITIES WITH POPULATION OF 100,000 TO 200,000

Rochester, N. Y.	1	F	$750	Denver, Colo.	1	F	$1,000
					2	F	760
Toledo, O.	2	F	523	New Haven, Conn.	1	F	750
	1	F	428	Syracuse, N. Y.	2	F	800
				Lowell, Mass.	1	F	800
Average	3	..	491				

CITIES WITH POPULATION OF 50,000 TO 100,000

Cambridge, Mass.	1	F	$ 700	New Bedford, Mass.	1	F	$ 650
	1	F	600		3	F	550
				Somerville, Mass.	3	F	650
Average	2	..	650	Lawrence, Mass.	3	F	500
				Springfield, Mass.	1	F	700
Wilmington, Del.	1	F	900		2	F	500
				San Antonio, Tex.	1	F	1,200
	d 1	F	475	Salt Lake City, Utah	1	F	800
	4	F	400				
Average	5	..	415				
Oakland, Calif.	*e* 1	F	1,100				

a Maximum. *c* Average; maximum $936. *e* Also cooking.
b Minimum. *d* Also cooking; colored.

CITIES WITH POPULATION OF 30,000 TO 50,000

Saginaw, Mich.	1	F	$550	Fitchburg, Mass.	1	F	$480
Haverhill, Mass.	1	F	700	Taunton, Mass.	1	F	500
Superior, Wis.	1	F	750	Passaic, N. J.	1	F	700
Newton, Mass.	(*a*)	F	625		1	F	500

a Not reported.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF SEWING—*Continued*

CITIES WITH POPULATION OF 20,000 TO 30,000

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
Oshkosh, Wis.	1	F	$450	Lewiston, Me.	1	F	$525
Pueblo, Colo.	1	F	950	East Orange, N. J.	1	F	750
Everett, Mass.	2	F	425	Norristown, Pa.	1	F	550
Bay City, Mich.	1	F	525	Newport, R. I.	1	F	670
Quincy, Mass.	1	F	600		1	F	440
Newburg, N. Y.	2	F	600	Concord, N. H.	1	F	625
Aurora (East side), Ill.	*b*1	F	300		1	F	400
Aurora (West side), Ill.	*c*1	F	150	Medford, Mass.	1	F	550
Waltham, Mass.	1	F	650				

CITIES WITH POPULATION OF 15,000 TO 20,000

New Rochelle, N. Y.	1	F	$750				

CITIES WITH POPULATION OF 10,000 TO 15,000

Menominee, Mich.	1	F	$465	Portsmouth, N. H.	1	F	$200
Manitowoc, Wis.	1	F	500				

CITIES WITH POPULATION OF 8,000 TO 10,000

West Chester, Pa.	1	F	$650	Arlington, Mass.	1	F	$500
Wakefield, Mass.	1	F	475	Titusville, Pa.	1	F	428
Willimantic, Conn.	1	F	250	Warren, Pa.	*d*1	F	450

b Five days per month. *c* Two days per week. *d* Also dressmaking.

YEARLY SALARIES OF SUPERVISORS OF PENMANSHIP

CITIES WITH POPULATION OF 50,000 TO 100,000

Dayton, O.	1	M	$1,125	Springfield, Mass.	1	F	$1,200
Oakland, Calif.	1	M	1,500	Utica, N. Y.	1	F	700
Somerville, Mass.	1	M	1,500	Duluth, Minn.	1	F	675
Lawrence, Mass.	1	M	1,200				

CITIES WITH POPULATION OF 30,000 TO 50,000

Holyoke, Mass.	1	F	$1,000	McKeesport, Pa.	1	M	$1,200
Youngstown, O.	1	F	1,200	Malden, Mass.	*c*1	M	900
Covington, Ky.	1	(*a*)	700	Chester, Pa.	1	F	618
Spokane, Wash.	1	F	810	Newcastle, Pa.	1	M	675
Saginaw, Mich.	*b*1	M	500	Woonsocket, R. I.	1	M	300

CITIES WITH POPULATION OF 20,000 TO 30,000

New Britian, Conn.	*d*1	M	$1,400	Bangor, Me.	1	F	$ 600
Cedar Rapids, Iowa.	1	M	810	Niagara Falls, N. Y.	1	M	1,050
Kingston, N. Y.	1	M	1,000	New Albany, Ind.	1	F	720
Poughkeepsie, N. Y.	1	M	600	Winona, Minn.	1	F	850
Zanesville, O.	1	M	950				

CITIES WITH POPULATION OF 15,000 TO 20,000

Marion, Ind.	1	F	$600	Lockport, N. Y.	1	F	$750
Lorain, O.	1	M	900	New Rochelle, N. Y.	1	F	750
Lafayette, Ind.	1	F	750	Parkersburg, W. Va.	1	M	815
Braddock, Pa.	1	M	*e*850	Michigan City, Ind.	1	M	675

a Not reported. *c* One-half time. *e* Also drawing.
b Half time. *d* Also bookkeeping in high school.

YEARLY SALARIES OF SUPERVISORS OF PENMANSHIP—*Continued*

CITIES WITH POPULATION OF 10,000 TO 15,000

City	Number	Sex	Yearly Salary	City	Number	Sex	Yearly Salary
Marietta, O.	1	F	$500	Ashtabula, O.	1	M	$ 675
Beverly, Mass.	1	M	800	Portsmouth, N. H.	1	M	1,000

CITIES WITH POPULATION OF 8,000 TO 10,000

Middletown, Conn.	*a*1	M	$150	Pasadena, Calif.	1	F	$810

a One day per month.

YEARLY SALARY OF SUPERVISORS OF GERMAN

CITIES WITH POPULATION OF 50,000 TO 100,000

Dayton, O.	1	F	$900	Evansville, Ind.	1	M	$1,200
Hoboken, N. J.	1	M	900	Erie, Pa.	*a*1	M	250
	1	F	720				

CITIES WITH POPULATION OF 30,000 TO 50,000

Dubuque, Iowa.	*b*3	M	$250	Davenport, Iowa.	*c*1	M	$600
	2	F	250	La Crosse, Wis.	1	F	625

CITIES WITH POPULATION OF 20,000 TO 30,000

Sandusky, O.	1	F	$575	Sandusky, O.	2	F	$400
	1	F	500		1	F	350

CITIES WITH POPULATION OF 15,000 TO 20,000

Portsmouth, O.	1	M	$900	Mansfield, O.	2	F	$450
Mansfield, O.	1	M	450		1	F	405

CITIES WITH POPULATION OF 10,000 TO 15,000

Marietta, O.	1	F	$ 400	Chillicothe, O.	1	M	$405
	1	F	*c*300	Marshalltown, Iowa.	1	F	675
Steubenville, O.	1	M	500	Massillon, O.	1	F	550
Owensboro, Ky.	1	F	630	Charleston, W. Va.	1	M	675
Chillicothe, O.	2	F	360				

CITIES WITH POPULATION OF 8,000 TO 10,000

Waukegan, Ill.	1	F	$600				

a In lower grades in addition to salary in High School. *b* Teach one hour per day. *c* One-half time.

SALARY SCHEDULES

The tendency of recent years has been to make the requirements for teachers in city schools more and more severe. The candidate without experience, unless a graduate of the city normal or training school, stands small chance of securing a city position. At the same time the salaries offered are low,

but to offset this, in a measure, provision is made in many cities for a regular increase with each year (or perhaps two or three) of service for a definite period, the increase with satisfactory service being practically guaranteed. The rules for determining the salaries of teachers and the increases from year to year are usually made a part of the school regulations and called the schedule of salaries. Some form of a fixed schedule of salaries is now in use in most of the large cities and in many of the smaller ones. In many cases, however, it applies to teachers in elementary schools only. These schedules follow a variety of plans. New York city has probably the most elaborate one, applying to both principals and teachers in elementary schools, teachers in high schools, and to all supervisors and special teachers.

In a schedule of the simplest form, all the elementary teachers begin at the same rate, and a fixed yearly increase is given for each year of experience. An allowance for previous experience elsewhere is generally made. A maximum which may be paid is fixed, to be reached, perhaps, in four or six years. Thus, in Muscatine, Iowa, the minimum, at which grade teachers begin, is $300 per year; a yearly increase of $50 is given, the maximum, $500, being reached in four years.

In Freeport, Ill., for example, a somewhat more elaborate schedule is in effect for grade teachers. Thus, in all grades beginners receive $350 a year. In grade 2 the yearly increases are $25, continuing for two years to reach the maximum of $400. In grades 3 to 5 the increases continue for four years to a maximum of $450, while in grades 1, 6, and 7 two more yearly advances bring the maximum to $500, and in grade 8 two further yearly advances carry the salary to $550. This distinction between grades appears to be rather common, teachers in grades 1 and 8, the lowest and highest grades, usually being paid higher salaries than those in the intermediate grades. On the other hand the superintendent in a Wisconsin city stated, in giving the schedule in use in his city,

> We have done away with rating according to grade taught and we find it far more satisfactory to the teachers. There is less desire on the part of the teachers to push into primary and upper grades, where salaries are usually (and have been here) larger. The poorest work is done in the intermediate grades, I believe, and this in part accounts for it. Making no difference in salaries as to grade is going to keep good teachers in the intermediate grades.

Jersey City, N. J., has a salary schedule established by state law and adopted by a referendum vote of the citizens. As its history may be of interest in other cities seeking to secure a salary schedule, an account of it, furnished by Mr. Henry Snyder, superintendent of the schools of Jersey City, is given herewith.

> The salaries paid in Jersey City prior to 1900 were regarded as entirely inadequate. Efforts had been made on frequent occasions to raise the salaries, but generally without success. In 1897, at the suggestion of Mayor P. F. Wanser, a bill was introduced into the legislature which prescribed the lowest salary which could be paid to each class of teachers employed. This bill made no progress, never having been reported by the legislative committee to which it had been referred. In the following year, 1898, a similar

bill was introduced with no better result. In 1900, a bill fixing a minimum salary schedule in which the salaries fixed were considerably larger than those contained in the bills of 1897 and 1898, was prepared by the friends of the teachers, and earnestly advocated by the mayor and the board of education. This bill became a law. In general, it prescribed the minimum salaries to be paid to all teachers. The bill originated in Jersey City, and was intended for the teachers of that city. In order, however, that there might be no constitutional objection to it, it had to be made general, in order that it might apply to all school districts of the state. As most of these were hostile to a bill of this character, a referendum clause was inserted in the bill, in accordance with which the provisions of the bill had to be submitted to a vote of the people in any school district desiring to adopt the measure, at any general election. In accordance with the intention of those who advocated the bill it was submitted to the voters of Jersey City in the spring election of 1900. It was adopted by a very large majority. Since then we have operated under the schedule provided by the act. Since this act was passed a new general school law for the whole state has been adopted. This general school law has embodied the provisions of our special salary act described above. It is therefore possible for any school district in the state to adopt the advanced schedules provided therein. Thus far, no other has done so. Inasmuch as the new schedules adopted in the act of 1900 provided for a total increase of about fifty per cent., it was felt that the immediate application of this increase would be too serious a burden for the city. The act therefore provided for a gradual introduction of the improved schedules. Since 1900, therefore, a certain increment, which varies according to the rank of the teacher, has been added to those remaining in the corps. At this writing, the teachers have almost reached the maximum salaries provided in the schedule, four annual increments having been added since the passage of the act.

The fiscal year of the city begins on December 1. All appropriations to the school department, including those for salaries of teachers, are made for the fiscal year. Hence, all increases in salary are made to take effect at the beginning of the fiscal year, December 1.

The schedule of salaries is a minimum schedule, that is, the act fixes the smallest salary which can be paid to each class of teachers. It does not, however, prevent the board of education from increasing the salaries beyond the amounts fixed in the schedule. In other words, while the minimum is fixed by law, the maximum is not.

The schedule provides for all general classes of teachers. There are a few special teachers whose salaries could not be included in the schedule.

The increase of each teacher's salary is based upon two elements:—1. Length of service; 2. Efficiency. The rules of the board of education require that no teacher shall be increased in salary unless her length of service and efficiency be certified to in writing by the principal of the school, the superintendent, and the local member of the board of education.

A table has been prepared to show in each city reporting for each of the classes of teachers for which fixed schedules of salaries are in use the minimum yearly schedule salary, the graded increases that are made for years of experience, the number of years which are required under the plan to pass from the minimum to the maximum yearly schedule salary, and the actual average yearly salary. This latter enables a comparison to be made of the rates promised under each plan and the salary actually received under the practical operation of the plan. The actual average yearly salaries here shown cannot be compared with the averages given in Table I, because the classification there is general, while here it is intended to be detailed enough to show separately each of the classes for which separate schedule rates have been established.

In this table the cities are arranged according to size and bear the same numbers as in the other tables previously presented. Only those cities reporting fixed salary schedules and furnishing the necessary details are represented in this table. In cities having a fixed schedule, only those positions are shown in which regular advances are provided for with years of service. Thus, if a schedule provides for a flat rate, without advance for experience, such position would not appear in this table.

No extended explanation will be necessary with this table. The Philadelphia schedule will serve as an example. In grades 1 to 4 female teachers begin at $470 per year and receive a yearly increase of $30, ten years being required to reach the maximum of $770. In grades 5 to 8 the minimum for female teachers is $570; here also the yearly advances are $30 and a maximum of $870 may be reached in ten years. The actual average yearly salary for all female teachers of grades 1 to 8 was found to be $711. This average salary, it may be observed, could only be reached, under the present schedule, by teachers entering at the lowest rate, $470, after eight years of service.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
1. New York, N. Y.....	Elementary Schools (*a*)—					
	Kind. to grade 5–B, female (*b*)					
	Kind. to 5th gram., f. (*c*)..	*e*$600	$ 40	16	*e*$1240	
	Kind. to grade 6, f. (*d*)....					
	Grades 6A to 7A, f. (*b*)....					
	4th gram. to 2d gram., f. (*c*)	*e*600	48	15	*e*1,320	$ 960
	Grade 7, f. (*d*).....					
	Grade 7B, f. (*b*).....					
	1st gram., f. (*c*).....	*e*936	84	6	*e*1,440	
	Grade 8, f. (*d*).....					
	Vice-prins. and 1st assts., f.					
	Grades 1 to 7A, male, (*b*)..					
	Grade 1 to 2d gram., m. (*c*)	900	105	12	2,160	
	Grades 1 to 7, m. (*d*).....					
	Grade 7B, m. (*b*).....					1,556
	1st gram., m. (*c*).....	1,500	150	6	2,400	
	Grade 8, m. (*d*).....					
	Vice-prins. and 1st assts., m					
	Heads of depts., female....					
	Assts. to prins., f.....	1,400	100	2	1,600	
	Prins., 5 to 11 classes, f....					2,312
	Prins., 12 or more classes, f.	1,750	250	3	2,500	
	Heads of depts., male.....					
	Assts. to prins., m.....	2,100	150	2	2,400	
	Prins., 5 to 11 classess, m ..					3,310
	Prins., 12 or more classes, m.	2,750	250	3	3,500	

a No increase for any year shall be made in the salary of principals unless the service of the principal shall have been approved after inspection and investigation as fit and meritorious by a majority of the Board of Superintendents, the principal sitting as a member. No head of department, assistant to principal, male or female teacher in the elementary school shall receive a salary greater than that fixed for the seventh year of service, nor a salary greater than that fixed for the twelfth year of service, unless and until his or her service shall have been approved after inspection and investigation as fit and meritorious by a majority of the Board of Superintendents, the principal sitting as a member. However such person (described above), who is credited with having had seven years of service in schools prior to his or her appointment in the public schools of the city of New York, shall receive the regular annual increase up to the twelfth year of service, when his or her work shall be passed upon by the Board of Superintendents, the principal sitting as a member.

b In Manhattan and the Bronx. *c* In Brooklyn. *d* In Queens and Richmond.

e A female teacher of a boys' class or of a mixed (boys and girls) class shall receive $60 per annum in addition to her schedule rate of pay.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
1. New York, N. Y..... (Continued.)	High Schools—(*a*)					
	Junior teachers, female....	$ 700	$ 50	6	$1,000	$1,544
	Regular teachers, female ..	*b*1,100	80	10	*b*1,900	
	1st assts., assts. to prins., or vice-prins., female	2,000	100	5	2,500	
	Junior teachers, male.....	900	50	6	1,200	1,987
	Regular teachers, male	*b*1,300	110	10	*b*2,400	
	1st assts., assts. to prins., or vice-prins., male.....	2,500	100	5	3,000	
	Training Schools (*a*)—					
	Regular teachers, female...	1,100	80	10	1,900	1,548
	1st assts., head teachers, asst. to prins., or vice-prins., f...	2,000	100	5	2,500	
	Regular teachers, male.....	1,300	110	10	2,400	2,593
	1st assts., head teachers, assts. to prins., or vice-prins male.....	2,500	100	5	3,000	
	Model and critic teachers..	1,000	100	5	1,500	(*c*)

a No teacher in a high school or in a training school shall receive a salary greater than that fixed for the fourth year of service, nor a salary greater than that fixed for the ninth year of service, unless and until the service of such teacher shall have been approved after inspection and investigation as fit and meritorious by a majority of the board of superintendents, the principal sitting as a member. A teacher, however, who is credited with having had four years of experience prior to his or her appointment in the high schools or training schools (as the case may be) of the city of New York, shall receive the regular annual increase up to the ninth year of service, when his or her work shall be passed upon by the board of superintendents, the principal sitting as a member.

b Regular high-school teachers in charge of annex containing ten or more classes shall receive $500 per annum in addition to schedule rate of pay.

c Not reported separately. Average for all training school teachers $1,666.

1. New York, N. Y..... (Concluded.)	Truant Schools (*a*)—					
	Teachers, female (*b*).....	$ 600	$ 40	16	$1,240	$ 982
	Teachers, female (*c*).....	600	48	15	1,320	
	Teachers, male (*b*).....	900	75	12	1,800	930
	Teachers, male (*c*).....	900	105	12	2,160	
	Prins. (with board and lodging).....	1,800	100	3	2,100	1,900
	Prins. (without board and lodging).....	2,200	100	3	2,500	1,900
	Special Teachers, etc.—					
	Teachers of French, f.....	1,000	100	4	1,400	1,370
	Teachers of French, m....	1,200	100	4	1,600	1,600
	Teachers of German, f....	1,000	100	4	1,400	1,365
	Teachers of German, m...	1,200	100	4	1,600	1,500
	Teachers of phys. tr., f....	900	100	3	1,200	1,089
	Teachers of phys. tr., m...	1,200	100	4	1,600	1,300
	Asst. directors phys. tr., f..	2,000	100	5	2,500	2,500
	Asst. directors phys. tr., m.	2,500	100	5	3,000	3,000
	Directors phys. tr., m.....	3,500	100	5	4,000	4,000
	Teachers of music, f.....	1,000	100	4	1,400	1,338
	Directors music, m.....	3,500	100	5	4,000	4,000
	Teachers of cooking (*d*)...	900	100	3	1,200	1,148
	Directors cooking (*e*) (*d*)..	1,500	100	5	2,000	2,500
	Teachers of sewing (*d*)....	900	100	3	1,200	1,155
	Directors of sewing (*e*) (*d*).	1,500	100	5	2,000	2,250
	Asst. directors drawing, m.	2,500	100	5	3,000	3,030
	Directors drawing, m.....	3,500	100	5	4,000	4,000
	Directors, kind.....	2,000	100	7	2,700	2,533
	Directors man. tr., m.....	3,500	100	5	4,000	4,000

a No increase for any year shall be made in the salary of principals unless the service of the principal shall have been approved after inspection and investigation as fit and meritorious by a majority of the board of superintendents, the principal sitting as a member. No male or female teacher shall receive a salary greater than that fixed for the seventh year of service, nor a salary greater than that fixed for the twelfth year of service, unless and until the service of such teacher shall have been approved after inspection and investigation as fit and meritorious by a majority of the board of superintendents, the principal sitting as a member.

b Holding special truant school licenses. *c* Holding regular elementary school licenses.

d No increase for any year shall be made in the salary of any director, teachers, etc., unless the service of such director, teachers, etc., shall have been approved after inspection and investigation as fit and meritorious by a majority of the board of superintendents.

e In Boroughs having 500 or more teachers.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
2. Chicago, Ill.	Elementary Schools—					
	Kind. teachers, group 2	$ 550	$ 50—2d, 5th yrs. 25—3d, 7th yrs. 75—4th, 6th yrs.	6	$ 850	$ 780
	Kind. teachers, group 1	900	50	2	1,000	
	Prim. teachers, group 2	550	50—2d, 5th yrs. 25—3d, 7th yrs. 75—4th, 6th yrs.	6	850	
	Prim. teachers, group 1	900	50	2	1,000	
	Gram. teachers, group 2	550	50—2d, 4th, 5th yrs. 75—3d, 6th yrs. 25—7th yr.	6	875	861
	Gram. teachers, group 1	925	50—2d yr. 25—3d yr.	2	1,000	
	Grade 8, group 2	900	...	..	900	
	Grade 8, group 1	925	50	2	1,025	1,103
	Head assts., group 2	*a* 950	50	4	*a*1,100	
	Head assts., group 1	*a*1,125	25	2	*a*1,175	
	Prins., under 300 pupils	1,200	100	4	1,600	
	Prins., 300 to 700 pupils	1,200	100	10	2,200	2,284
	Prins., 700 or more pupils	1,200	100	13	2,500	
	High Schools—					
	Teachers—group 3	850	50—2d yr. 75—3d to 6th yrs.	5	1,200	
	Teachers, group 2	1,200	100	3	1,500	
	Teachers, group 1	1,500	100	5	2,000	1,446
	Teachers, French, German, and drawing, group 3 (*b*)	750	50	9	1,200	
	Teachers, French, etc., group 2 (*b*)	1,200	50	6	1,500	
	Prins., group 2	2,000	100	5	2,500	2,960
	Prins., group 1	2,500	100	5	3,000	
	Chicago Normal School—					
	Heads of depts	2,000	100	5	2,500	(*c*)
	Teachers, group 2	1,000	100	5	1,500	
	Teachers, group 1	1,500	100	5	2,000	
	Normal Practice School—					
	Teachers	700	50—2d, 4th, 5th yrs. 75—3d, 6th yrs. 25—7th yr.	6	1,025	1,022
	Man. tr., gram. gr., group 2	700	75	2	850	823
	Man. tr., gram. gr., group 1	1,000	200	2	1,400	
	Phys. cult., H.S., group 3 (*b*)	1,200	...	..	1,200	1,242
	Phys. cult., H.S., group 2 (*2b*)	1,300	100	3	1,600	
	Phys. cult., elem., group 2	1,000	...	..	1,000	978
	Phys. cult., elem., group 1	1,050	50	7	1,400	
3. Philadelphia, Pa.	Grades 1 to 4, female	$ 470	$ 30	10	$ 770	$ 711
	Grades 5 to 8, female	570	30	10	870	
	Grade teachers, male	950	30	10	1,250	1,095
4. St. Louis, Mo.	Kindergarten—					
	Paid assts., half day	272	36—2d yr. 28—3d yr.	2	336	325
	Paid assts., whole day	400	48	1	448	447
	Directors, half day	328	64—2d yr. 56—3d yr. 72—2d, 3d yrs.	2	448	448
	Directors, whole day	528	52—4th yr. 56—5th yr.	4	780	747
	Second Normal Instrs	376	64	2	504	504
	First Normal Instrs	800	40—2d yr. 56—3d yr.	2	896	896
	Supervisors	1,800	104—2d yr. 72—3d, 4th yrs.	2	2,048	2,048

a Twenty-five per cent. additional when acting as principal for a period of a week or more.
b Those holding special certificates only.
c Not reported separately.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
4. St. Louis, Mo. (Continued.)	District Schools—					
	Second assts.	*b*$420	76—2d yr. 40—3d yr. 44—4th, 5th yrs. 24—6th, 7th yrs. 28—8th yr.	7	*a*$700	$ 615
	First assts.	560	56—2d to 5th yrs. 16—6th yr.	5	*a*800	780
	Head assts.	720	56—2d, 3d yrs. 64—4th yr. 52—5th, 6th yrs.	5	*a*1,000	936
	Prins., 1 or 2 assts.	640	40—2d yr. 48—3d yr.	2	728	728
	Prins., 3 or 4 assts.	736	48—2d, 3d yrs. 64—4th yr.	3	896	858
	Prins., 5 to 7 assts.	840	64—2d yr. 56—3d yr 40—4th yr.	3	1,000	952
	Prin., 8 or 9 assts.	976	64—2d, 3d yrs. 56—4th, 5th yrs.	4	1,216	1,202
	Prins., 10 or 13 assts.	1,304	128—2d yr. 108—3d yr. 100—4th yr.	3	1,640	1,505
	Prins., 14 to 17 assts.	1,600	144—2d yr. 96—3d yr. 128—4th yr.	3	1,968	1,832
	Prins., 18 or more assts.	1,840	128—2d yr. 96—3d, 6th yrs. 120—4th, 5th yrs.	5	*a*2,400	2,211
	High Schools—					
	Fifth assts.	688	48—2d, 3d yrs. 56—4th yr.	3	840	747
	Fourth assts.	800	40—2d yr. 56—3d, 5th yrs. 48—4th yr.	4	1,000	933
	Third assts.	1,040	56—2d, 4th yrs. 48—3d, 5th yrs.	4	1,248	1,185
	Second assts.	1,312	96—2d yr. 48—3d to 5th yrs.	4	1,552	1,460
	First assts.	1,456	96—2d, 3d yrs. 104—4th, 5th yrs.	4	1,856	1,776
	Head assts.	1,896	48—2d yr. 56—3d yr. 64—4th yr.	3	2,064	2,008
	Asst. prins.	2,160	80—2d yr. 120—3d yr. 112—4th yr.	3	2,472	2,472
	Prins.	3,500	100	1	3,600	3,135
	Manual Training—					
	Instrs., sewing	600	32	1	632	632
	Instrs., domestic science	800	96	1	896	896
	Instrs., man. tr.	800	96	1	896	800
	Physical Culture—					
	Instrs., H. S., female	872	40	2	952	952
	Instrs., H. S., male	1,000	56—2d yr. 48—3d yr.	2	1,104	1,104
	Instrs., half day	640	32—2d yr. 24—3d yr. 28—4th yr.	3	724	532
	Supervisors, half day	736	48—2d yr. 56—3d, 4th yrs.	3	896	896
	Music—					
	Asst. supervisors, f., halfday	480	48	4	672	....
	Asst. supervisors, female	960	88—2d, 3d, 4th yrs. 96—5th yr.	4	1,320	1,200
	Supervisors, male	1,520	128—2d yr 104—3d, 4th yrs. 112—5th yr.	4	1,968	1,912

a These special salaries to take effect September, 1904.

b Those who are not graduates of the City Normal School must have had at least two years experience.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
4. St. Louis, Mo. (Concl'd)	Drawing—					
	Second assts.	$ 720	80—2d yr.; 104—3d, 5th yrs.; 96—4th yr.	4	$ 1,104	$ 1,106
	First assts.	1,000	48—2d yr.; 88—3d, 4th yr.; 96—5th yr.	4	1,320	
	Supervisors	1,520	128—2d yr.; 104—3d, 4th yrs.; 112—5th yr.	4	1,968	1,968
	Primary—					
	Asst. supervisors	960	88—2d, 3d, 4th yrs.; 96—5th yr.	4	1,320	1,320
	Supervisors	1,520	128—2d yr.; 104—3d, 4th yrs.; 112—5th yr.	4	1,968	1,968
	Deaf Mute School—					
	Prins.	1,120	80—2d yr.; 100—3d yr.	2	1,300	1,300
	Assistant supts. of schools	3,600	150—2d yr.; 250—3d yr.	2	4,000	3,800
5. Boston, Mass.	Kindergarten assistants	432	48	4	624	552
	Principals, kindergarten	624	24—2d yr.; 48—3d, 4th, 5th yrs.	4	792	760
	Primary Schools—					
	Assts.	552	48	8	936	843
	First assts.	984	48	2	1,080	1,076
	Grammar Schools—					
	Assts.	552	48	8	936	854
	First assts.	972	48	5	1,212	1,169
	Sub-masters	1,500	120	7	2,340	2,182
	Masters	2,580	120	5	3,180	3,137
	Latin and High School—					
	Assts.	972	72	9	1,620	1,401
	Asst. prins.	1,620	72	3	1,836	1,938
	Junior-masters	1,476	144	11	3,060	2,275
	Mechanical Arts High School—					
	Special instructors	600	72	5	960	672
	Asst. instructors	972	72	9	1,620	1,356
	Instructors	1,500	120	7	2,340	2,230
	Junior-masters	1,476	144	11	3,060	2,011
	Normal School assts.	1,140	60	8	1,620	1,533
	Normal School masters	2,340	144	5	3,060	2,484
6. Baltimore, Md.	Kindergarten teacher's assts.	200	50	1	250	232
	Kindergarten teachers	*a* 300	*b* 48—2d, 3d, 4th yrs.; 60—5th yr.	*b* 4	504	464
	Grade teachers	*a* 300	*b* 48—2d, 3d, 4th yrs.; 60—5th yr.	*b* 4	*c* 504	528
	Group assts., group M	450	150	2	750	(*d*)
	Man. tr. teachers	600	100	3	900	(*d*)
	Principals, group L	1,500	...	..	1,500	1,500
	Prins., all groups except L	1,800	100	2	2,000	1,991

a Any teacher who shall have taught for 6 consecutive years immediately preceding the date of appointment, may, on action of the board, be advanced to the full rate. All graduates from the Teachers' Training School, upon appointment, shall receive the second year's salary if they have attended the Training School one year; and the third year's salary if they have attended the Training School two years. All persons not graduates of the Training School, who pass the required examination for positions of teachers, shall upon appointment, be advanced one year for each two years of approved experience.

b For special merit the pay may be increased more rapidly towards the maximum, $504 per year.

c One hundred, apportioned among the groups, shall receive $600 per annum. This number shall be composed of such teachers as have been 5 years in the service, who shall be recommended by the superintendent for the increase by reason of their efficiency.

d Not reported.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
7. Cleveland, Ohio.....	Kindergarten assts.....	$ 400	$ 50	4	$ 600	$ 630
	Kindergarten teachers.....	600	50	3	750	
	Grade 1.....	*a*400	75—2d, 6th yrs. 50—3d, 4th, 5th yrs. 25—8th, 11th yrs.	10	750	658
	Grades 2 to 6.....	*a*400	75—2d yr. 50—3d to 6th yrs. 25—8th yr.	7	700	
	High School and Normal—					
	Teachers, first class.....	1,000	100—3d, 4th yrs.	3	1,200	*c*1,300
	Teachers, second class (*b*).	1,300	100—3d, 5th yrs.	4	1,500	
	Teachers, third class (*d*)..	1,600	100—3d, 4th yrs.	3	1,800	
	Teachers, fourth class (*e*).	1,900	100—3d yr.	2	2,000	
	Teachers, fifth class (*f*)...	2,100	100	1	2,200	*g*1,880
	Manual Training—					
	Teachers.....	(*h*)	(*h*)	(*h*)	(*h*)	(*i*)
	Teachers, 7th and 8th grades	800	50	8	1,200	(*i*)
	Tr., 7th and 8th gr., cooking	650	50	3	800	(*i*)

a Graduates of the Cleveland Normal School shall be credited with one year of service in determining their salaries under the above schedule; and graduates of the Cleveland Normal School, who are also graduates of a college giving regular degrees, shall receive two years' credit. Credit may be given for experience in other graded schools.

b Teachers of four years' successful experience under this schedule are eligible to promotion to positions of the second class.

c Average of all high school teachers, without regard to length of service.

d Teachers of nine years' successful experience under this schedule are eligible to promotion to positions of the third class.

e Teachers of thirteen years' successful experience under this schedule are eligible to promotion to positions of the fourth class.

f First assistant principals of high schools with sixteen years' experience under this schedule, when the enrollment of such school shall exceed one thousand.

g Average of all assistant principals high schools, without regard to length of service or enrollment of schools.

h In accordance with schedule of salaries for the high schools.

i Not reported.

8. Buffalo, N. Y.....	Kind., asst. teachers.....	$ 300	..	..	$ 300	$ 522
	Prins., kind.....	400	$ 50	4	600	
	Asst. prins. and dept. prins..	700	50	2	800	*a*770
	Dept. prins., H. S., male....	*b*1,200	100	4	1,600	(*c*)
	Training sch. instrs. in theory and practice.....	700	25	8	900	775
	Asst. teachers, sewing.....	600	25	4	700	620
	Asst. teachers, phys. tr.....	700	25	8	900	750
	Manual training teachers—					
	Primary grades.....	600	50	4	800	
	Grammar grades.....	800	50	4	1,000	*d*800
	High Schools.....	900	100	3	1,200	
9. San Francisco, Calif..	Grades 1, 7, and 8.....	*e*720	42—2d, 5th yrs. 39—3d, 4th, 6th, 7th yrs. 36—8th yr.	7	*e*996	995
	Grades 2, 3, and 4.....	*e*720	33—2d, 3d, 5th, 6th yrs. 30—4th, 7th yrs.	6	*e*912	853
	Grades 5 and 6.....	*e*720	42—2d, 5th yrs. 39—3d, 4th, 6th, 7th yrs.	6	*e*960	912
10. Pittsburg, Pa.....	High school assts.....	1,200	120	4	1,680	1,513
	Grade teachers.....	400	50	7	750	607

a Average salary of assistant principals, elementary schools.

b Teachers with experience of one year or less.

c Not reported.

d Average salary of all manual training teachers.

e Five dollars additional per month ($60 per year) to regular teachers holding special certificates and teaching German and English, or French and English, Drawing and English, or Elocution and English, in addition to their salaries according to this schedule, provided, however, that a teacher shall be required to teach, as far as practicable, every class in the schools, in his or her special subjects.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING
SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
12. Milwaukee, Wis.	Kind. assts.	$ 400	$ 50	2	$ 500	$ 544
	Kind. directors	400	50	4	600	
	Grades 1, 5, and 6	450	50	4	650	631
	Grades 2, 3, and 4	400	50	4	600	567
	Grade 7	500	50	4	700	698
	Grade 8	600	50	4	800	852
	Grade 1st assts.	800	50	2	900	
	Prins., 4 rooms	900	50	2	1,000	
	Prins., 5 rooms	950	50	2	1,050	
	Prins., 6 rooms	1,000	50	2	1,100	
	Prins., 7 rooms	1,050	50	2	1,150	
	Prins., 8 rooms	1,100	50	2	1,200	1,255
	Prins., 9 rooms	1,150	50	2	1,250	
	Prins., 10 rooms	1,200	50	2	1,300	
	Prins., 11 rooms	1,250	50	1	1,300	
	Prins., 12 and 13 rooms	1,300	..	..	1,300	
	Prins., 14 rooms	1,400	..	..	1,400	
	Prins., high school	2,000	100	5	2,500	2,200
	Prins., district school	1,400	100	3	1,700	1,697
	Teachers of deaf	500	50	4	700	736
	Asst. German teachers	400	50	5	650	659
	German teachers	800	50	2	900	
13. Detroit, Mich.	Kind. assts.	350	50	3	500	385
	Kind. directors	500	50	3	725	623
	Grade teachers	350	50—2d to 8th yrs.; 25—9th yr.	8	a725	636
	High school teachers	b700	50	10	1,200	993
	High school grade prins.	1,200	50	4	1,400	1,242
	Normal practice teachers	500	50	5	850	808
	Assts., school for deaf	450	50—2d to 8th yrs.; 25—9th yr.	8	825	625

a First assistants $800. *b* Inexperienced teachers.

14. New Orleans, La.	Grade teachers (white)	a$315	$45—2d, 3d, 5th, 7th, 10th yrs.; 45—2d, 4th, 6th yrs.	9	a$ 540	b$ 469
	Grade teachers (colored)	315		5	450	(c)
	High school teachers, female	585	90—2d, 6th yrs.	5	765	718
	High school teachers, male	900	90—2d yrs.; 45—3d, 4th, 6th yrs.; 135—11th yr.	10	1,260	1,152
	Normal teachers	675	45—3d, 6th yrs.	5	765	775
	Sup. music, H. S. and elem.	585	45—3d yr.	2	630	630
	Sup. music, normal schools	675	..	..	675	
	Sup. dr., H. S. and elem.	585	45—3d yr.	2	630	638
	Sup. drawing, normal schools	765	..	..	765	
16. Newark, N. J.	Kind. assts.	450	75 and 50	(c)	700	656
	Kind. directors	450	75 and 50	(c)	750	
	Grades 1 to 6	450	75 and 50	(c)	750	664
	Head assts., prim.	800	(c)	(c)	850	836
	Head assts., gram.	800	50	2	900	867
	Vice-prins., prim.	850	50	3	1,000	901
	Vice-prins., gram.	1,000	100	2	1,200	1,070
	Prins., gram. and prim., f	1,000	100	2	1,200	1,175
	Prins.,gram. and prim.,m. (d)	1,500	100	3	1,800	2,017
	Prins.,gram. and prim.,m. (e)	1,800	100	5	2,300	
	High School—					
	Assts., f.	800	100	4	1,200	1,165
	Assts., m.	1,300	100 and 200	(c)	2,000	1,763
	Head assts., and heads of depts., f.	1,300	100	3	1,600	1,533
	Head assts., and heads of depts., m.	2,000	100	3	2,300	2,189
	Vice-prins.	2,000	100	3	2,300	(c)

a Vice-principals in schools of four or more departments $5 per month ($45 per year) additional.
b Not including vice-principals. Including vice-principals $479.
c Not reported. *d* Fourteen rooms or less. *e* Fifteen rooms or more.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
16. Newark, N. J. (Concluded.)	Normal School—					
	Model and critic teachers.	$ 900	$100	3	$1,200	$ 1,071
	Teachers of theory	1,100	100	3	1,400	1,400
	Manual Training—					
	Grades 5 and 6	800	100	2	1,000	
	Grades 7 and 8	900	100	3	1,200	962
	High school, f	800	100	4	1,200	
	High school, m	1,100	100	4	1,500	
17. Jersey City, N. J.	Kind. teachers	408	48—beg. 3d yr.	12	936	(*a*)
	Grade teachers	408	48—beg. 3d yr.	12	936	613
	Vice-prins., head assts., and 1st assts. prim. and gram. depts.	996	60	3	1,176	971
	Prins., prim. depts	1,200	100	3	1,500	1,389
	Prins., schs. containing prim. depts. only	1,200	100	3	1,500	
	Prins., schs. containing prim. and gram. depts	1,800	100	7	2,500	2,381
	High school teachers, female	700	100	5	1,200	1,163
	High school teachers, male	1,500	100	9	2,400	1,700
	Vice-prins., high school	2,000	100	5	2,500	2,400
	Prins., high school	2,500	100	5	3,000	2,900
	Training School—					
	Model teachers	558	48—beg. 3d yr.	12	1,086	885
	Critic teachers	608	48—beg. 3d yr.	12	1,136	994
	Asst. teachers methods	900	100	6	1,500	1,210
	Teachers of methods	1,500	100	5	2,000	(*a*)
	Prin. prim. dept	1,500	100	2	1,700	1,600
	Prin	2,500	100	5	3,000	2,800
	Supervisor, prim. methods	1,200	100	8	2,000	1,300
	Supervisor, gram. methods	1,500	100	5	2,000	1,900
19. Minneapolis, Minn.	Grades 1 and 2	450	50	7	*b*800	735
	Grades 2 to 7	450	50	6	750	686
20. Indianapolis, Ind.	Grades 1A to 6	400	50	4	*c*600	
	Grades 7 and 8	400	50	5	650	*d*576

a Not reported.

b Maximum of $800 for first grade applies only to teachers of beginning primary rooms and shall not be given to more than one teacher in a building.

c First grade when two sets of children are taught, $650. *d* Not including German teachers.

21. Providence, R.I.	Kind. teachers, one session	$300	$ 50	2	*a*$400	$ 434
	Kind. teachers, two sessions	400	50	4	*b*600	
	Grades 1 to 5	*c*400	50	4	*c*600	
	Grades 6 and 7	400	50—2d, 3d, 4th yrs. 75—5th yr.	4	625	587
	Grade 8	400	50—2d, 3d, 4th yrs. 125—5th yr.	4	675	
	Grade 9	400	50—2d, 3d, 4th yrs. 200—5th yr.	4	750	
	Critic teachers, gram. grades	800	100	2	1,000	822
	High school, 4th assts. (*d*)	600	100	3	900	
	High school, 3d assts. (*d*)	1,000	100	2	1,200	1,253
	High school, 2d assts. (*d*)	1,300	100	2	1,500	
	High school, 1st assts. (*d*) (*e*)	1,600	100	2	1,800	
	Teachers, sch. for individual work and schs. for backward children	500	100—2d yr. 75—3d yr.	2	75	675

a If in charge of a room, $50 in addition to pay as teacher. If without a trained assistant, $25 in addition to salary.

b If without a trained assistant, $25 in addition to salary.

c Principals of primary schools of six or more rooms shall receive $75 in addition to the salaries to which they would be entitled as teachers. All other principals of primary schools shall receive $50 in addition to the salaries to which they would be entitled as teachers. Critic teachers in primary grades receive for their first two years of service as such critic teachers $75 in addition to their salaries as teachers. For their third and subsequent years $150 additional.

d In case of transfer of a teacher from one rank to another, the committee on high schools shall determine the year of service in the new rank to which the teacher shall be assigned.

e Those elected subsequent to January 1, 1901. Not exceeding one male and one female in each high school.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING
SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
22. Kansas City, Mo....	Schedule in force prior to September, 1904—					
	Kind. teachers.....	$405	$45	2	$495	$439
	Grade teachers.....	405	45—2d, 3d, 4th yrs. 90—5th yr.	4	630	592
	Grade teachers (*f*).....	585	45	1	630	
	Schedule effective September, 1904—					
	Kind. teachers, experienced..	500	50	2	600	(*g*)
	Grade teachers.....	500	50—2d, 3d, 4th yrs. 20—5th yr.	4	*h*720	(*g*)
	Grade teachers (*f*).....	650	70	1	*h*720	(*g*)
23. St. Paul, Minn.....	Kindergarten assts.....	$ 400	$50	3	$550	$ 506
	Kindergarten directors.....	400	50	6	700	684
	Grade teachers.....	400	50	7	750	644
	High school teachers, female.	700	50	8	1,100	949
	High school teachers, male..	700	50	10	1,200	1,028
	Model teachers, training sch.	400	50	8	800	800
24. Rochester, N.Y.....	Kind. teachers.....	*a*300	50—2d, 3d, 4th, 5th, yrs., sec. half 8th, and 11th yrs.	10	600	536
	Grade teachers.....	*a*300	50—2d, 3d, 4th, 5th yrs., sec. half 8th, and 11th yrs.	10	600	549
	Assistant teachers.....	300	...	..	300	
	Man. tr. teachers.....	*a*300	50—2d, 3d, 4th, 5th yrs., sec. half 8th, and 11th yrs.	10	600	633
25. Toledo, Ohio.....	Grade teachers.....	*b*350	50—2d to 5th yrs. 25—6th to 13th yrs.	12	750	589
	Prins., bldgs. 1 to 7 rooms...	*b*600	50	4	800	
	Prins., bldgs. 8 to 11 rooms..	*b*800	50	4	1,000	964
	Prins., bldgs. 12 or more rms.	*b*1,000	50	4	1,200	
	H. S. teachers, min. scale (*c*).	*b*600	50	12	1,200	1,050
	H. S. teachers, max. scale (*c*).	*b*800	50	14	1,500	
	Nor. sch. trs., min. scale (*c*).	*b*600	50	12	1,200	1,350
	Nor. sch. trs., max. scale (*c*).	*b*800	50	14	1,500	
	Kind. assts.....	325	55—4th yr.	3	380	450
	Kind. directors.....	550	...	..	550	
	Grade teachers.....	*d*,*e*635	125	1	*e*760	762
26. Denver, Colo.....	Prins., 4 rooms.....	950	...	..	950	
	Prins., 6 rooms.....	1,000	...	..	1,000	
	Prins., 8 rooms.....	1,000	100	1	1,100	
	Prins., 10 rooms.....	1,100	200	1	1,300	
	Prins., 12 rooms.....	1,300	200	1	1,500	1,386
	Prins., 14 rooms.....	1,350	200	1	1,550	
	Prins., 16 rooms.....	1,500	100	1	1,600	
	Prins., 18 rooms.....	1,600	200	1	1,800	
	Prins., 20 or more rooms....	1,800	200	1	2,000	

f With not less than four years' experience in graded school work. *g* Not reported.

h All teachers in this group (designated "A") who have taught one year at the maximum salary of this group ($720) shall be entitled to take the professional examinations, and upon passing the first examination shall receive a salary of $760, and after teaching one year at $760, shall be eligible to take a second examination, and upon passing it shall receive a salary of $800 per annum, and after teaching at a salary of $800 for one year, upon recommendation of the superintendent, may receive a salary of $825 per year.

a Experience in other schools credited one-half time or more.

b Experience in other schools credited wholly or in part. Graduates of the Ohio State University and colleges of equal rank may be credited with two years of experience.

c The business manager shall fix the salaries at the minimum rate unless otherwise directed by the board of education.

d For the first three months (on trial) $60 per school month, for the remainder of the school year $70 per school month.

e First assistants in the large buildings, $47.50 per annum additional. Those who teach German in their own rooms, $47.50 per annum additional. Those who have charge of two schools, one in the forenoon and one in the afternoon, 25 per cent. of the salary additional.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
26. Denver, Colo.... (Concluded.)	H. S. teachers, 4th class....	*a*$800	$100	2	$1000	
	H. S. teachers, 3d class....	*b*1,100	100	2	1,300	$1,218
	H. S. teachers, 2d class....	*c*1,400	100	2	1,600	
	H. S. teachers, 1st class....	*d*1,700	100	2	1,900	
	Teachers, wood-work shop...	600	160—4th yr.	3	760	(*e*)
27. Allegheny, Pa.....	Prim.trs.,other than "1st step"	400	50	5	650	
	Prim. teachers, "1st step"..	450	50	5	700	
	Gram. trs.,other than h.s.prep	450	50	*f*6	750	745
	Gram. teachers, h.s.prep. classes.....	500	50	*f*6	800	
	H. S. asst. teachers.....	750	50—2d yr. 100—3d, 4th yrs.	3	1,000	1,080
	H. S. head teachers.....	1,200	50	4	1,400	
	Man. tr. asst. teachers.....	700	50	6	1,000	1,211
	Man. tr. teachers.....	1,000	50	6	1,300	
28. Columbus, Ohio....	Grades 1, 7, 8.....	380	47½	5	617½	546
	Grades 2 to 6.....	380	47½	4	570	
	Prins. elem. schools.....	855	95—2d, 3d yrs. 47½—4th, 5th yrs.	4	1,140	1,116
	H. S. teachers.....	712½	95	5	1,187½	1,120
	Training teachers.....	712½	47½	5	950	846
	Normal sch., assts. to prin...	712½	47½	5	950	950
29. Worcester, Mass....	Kind. assts.....	350	25 after 6 mo. and after 18 mo.	1½	400	475
	Kind. prins.....	*g*500	25—beg. 3d yr.	5	600	
	Kind. directors.....	800	50	8	1,200	1,050
	Grades 1 to 8.....	*g*500	25—beg. 3d yr.	5	600	576
	Grade 9.....	*g*500	22—beg. 3d yr.	9	700	
	Teachers, prep. school.....	*g*500	25—beg. 3d yr.	9	700	583

a Those who have had at least one years' successful experience teaching in an educational institution of recognized standing.

b Teachers who have had three or more years' successful experience in these schools are eligible, on recommendation of the principal, to promotion to the first year of the third class.

c Teachers who have had six or more years' successful experience in these schools are eligible, on recommendation of the principal, to promotion to the first year of the second class.

d Teachers who have had nine or more years' successful experience in these schools are eligible, on recommendation of the principal, to promotion to the first year of the first class.

e Not reported.

f In computing experience of grammar teachers, time spent in primary grades shall be allowed.

g Upon recommendation of the committee on teachers, candidates of successful experience shall be eligible to positions in all grades at a salary not exceeding $550 upon appointment, and then advance to regular maximum as per rule.

29. Worcester, Mass..... (Continued.)	Elementary principals—					
	Buildings of 4 rooms.....	$ 600	$ 50	2	$ 700	
	Buildings of 5 rooms.....	640	50	2	740	
	Buildings of 6 rooms.....	680	50	2	780	
	Buildings of 7 rooms.....	720	50	2	820	
	Buildings of 8 rooms.....	800	50	4	1,000	
	Buildings of 9 rooms.....	850	50	4	1,050	
	Buildings of 10 rooms.....	900	50	4	1,100	$1,005
	Buildings of 11 rooms.....	950	50	4	1,150	
	Buildings of 12 rooms.....	1,050	50	4	1,250	
	Buildings of 13 rooms.....	1,100	50	4	1,300	
	Buildings of 14 rooms.....	1,150	50	4	1,350	
	Buildings of 15 rooms.....	1,200	50	4	1,400	
	Buildings of 16 rooms.....	1,400	100	3	1,700	
	Assts. in manual training....	(*a*)	100	(*b*)	1,200	1,042
	Directors in manual training	1,800	50	4	2,000	2,000
	Assts. in music.....	(*c*)	50	(*b*)	1,000	950
	Directors in music.....	1,500	100	5	2,000	1,750
	Assts. in drawing.....	(*d*)	50	(*b*)	1,000	825
	Directors of drawing.....	1,800	50	4	2,000	1,800
	Teachers of cooking.....	500	25—beg. 3d yr.	5	600	550

a To be determined by the committee on drawing and manual training, but shall not exceed $1,200.

b Not reported.

c To be determined by the committee on music and kindergarten, but shall not exceed $800.

d To be determined by the committee on drawing and manual training, but shall not exceed $1,000.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
29. Worcester, Mass.... (Continued.)	Evening elementary schools—					
	Teachers (not special).....	*e*$1.00	*e*$0.25—4th,6th yrs.	5	*e*$1.50	*e*$1.29
	Prins., 1 or 2 teachers.....	*e*1.50	*e*0.25	2	*e*2.00	
	Prins., 3 or 4 teachers.....	*e*1.75	*e*0.25	3	*e*2.50	*e*2.75
	Prins., 5 or 6 teachers.....	*e*2.00	*e*0.25	3	*e*2.75	
	Prins., 7 or more rooms...	*e*2.25	*e*0.25	3	*e*3.00	
	Evening high school—					
	Asst. regular teachers.....	*e*1.00	*e*0.50 after service am't'g to 2 yrs.	(*b*)	*e*1.50	*e*1.50
	Regular teachers.....	*e*2.00	*e*0.50—3d(*f*)yr.	2	*e*2.50	*e*2.47
	Head teachers.....	*e*2.50	*e*0.50—3d yr.	2	*e*3.00	
	Prins.....	*e*4.00	*e*0.50	2	*e*5.00	*e*5.00

b Not reported. *e* Per evening.
f Or when placed in charge of two or more grades in the same subject. Two years's service in any of the day high schools, or as principal of an elementary evening school, shall count as equivalent to two years in the Evening High School.

29. Worcester, Mass.... (Concluded.)	Evening schs. spec. teachers—					
	Teachers of cooking.....	*a*$2.00	*a*$ 0.25	2	*a*$2.50	*a*$2.00
	Asst. trs. drawing.....	*a*2.00	*a*0.25	2	*a*2.50	
	Teachers architectural drw.	*a*3.50	*a*0.25	4	*a*4.50	*a*3.80
	Teachers free-hand drawg.	*a*3.50	*a*0.25	4	*a*4.50	
	Teachers mechanical draw.	*a*3.50	*a*0.25	4	*a*4.50	
30. Los Angeles, Calif..	Kind. assts.....	420	40	2	500	
	Kind. directors.....	520	40	2	600	535
	Grade teachers.....	600	40—beg. 3d yr.	5	760	693
	High school teachers.....	1,000	100	2	1,200	
	Commercial H. S. teachers ..	1,000	100	2	1,200	1,154
31. New Haven, Conn..	Kind. assts.....	300	50	4	500	434
	Kind. directors.....	300	50	6	600	600
	Grades 1, 5, female.....	300	50	6	600	
	Grades 2, 3, f.....	300	50	4	500	
	Grade 4, f.....	300	50	5	550	517
	Grade 6, f.....	300	50	7	640	
	Grade 7, f.....	300	50	8	700	
	Grade 8, f.....	300	50	9	750	*b*662
	Grade 8, assts., f.....	300	50	5	550	
	Prins., 4-room bldgs.....	(*c*)	50	(*d*)	600	
	Prins., 5- to 11-room bldgs..	(*c*)	50	(*d*)	*f*600	724
	Prins., 12-room bldgs.....	(*c*)	50	(*d*)	1,000	
	Supervisor elem. man. tr....	(*c*)	50	(*d*)	750	750
	Supervisor sewing.....	(*c*)	50	(*d*)	750	750
	Supervisor penmanship.....	(*c*)	100	(*d*)	1,500	1,500
	Supervisor drawing.....	(*c*)	100	(*d*)	1,700	1,700
	Supervisor music.....	(*c*)	100	(*d*)	2,300	2,300
	Supervisor of prim. schools..	(*c*)	50	(*d*)	2,100	*e*2,055
	Supervising prins. of districts	(*c*)	100	(*d*)	2,300	

a Per evening.
b Average of grades 7, 8, and 9.
c No "formal" minimum.
d Not reported.
e Average of supervising principals, elementary schools.
f Plus $10 for each room in building.

32. Syracuse, N. Y.....	Grade teachers.....	$ 300	$ 50	7	$ 650	$ 579
	High school teachers, female.	550	50	6	850	759
	High school teachers, male....	1,000	100	5	1,500	1,467
	Business H. S. teachers, f.....	550	50	6	850	660
	Business H. S. teachers, m....	1,000	100	5	1,500	1,000
33. Fall River, Mass....	Asst. teachers.....	320	20	2	360	
	Prim. and intermed. teachers.	360	60—2d, 3d yrs. 40—4th yr.	3	520	476
	Gram. school teachers.....	400	60—2d, 3d yrs. 40—4th yr.	3	560	558

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
34. Memphis, Tenn.—(*a*)	Aid teachers ((*b*)	180	90	1	$270	(*c*)
	Grade 1	540	45	3	675	$ 510
	Grades 2 to 6	360	45	5	585	
	Grade 7	675	...	..	675	675
	Prins., 7 or more rooms	810	*d*45—2d, 3d, 5th, 7th, 9th, 11th, 13th yrs.	12	1,125	1,060
	H. S. teachers	675	45—2d to 5th, 11th yrs.	10	900	806
35. Omaha, Neb	Grades 1 to 6	380	47½	6	665	608
37. St. Joseph, Mo.	Grade 1	337½	45—2d, 3d, 4th, 6th yrs. 22½—5th, 11th yrs.	10	592½	477
	Grades, other than 1	315	45—2d, 3d, 4th, 6th yrs. 22½—5th, 11th yrs.	10	540	
	H. S. teachers (*e*)	675	90	2	855	*f*907
38. Scranton, Pa	Grade teachers (*g*)	400	50—3d, 5th, 7th, 9th yrs.	8	*h*600	555
	Grade teachers (*i*)	450	50—4th, 7th, 9th yrs.	8	*h*600	
39. Lowell, Mass	Kind. teachers	350	100	1	450	450
	Grade teachers	450	50—2d yr. 100—3d yr.	2	600	595
	Masters, gram. schools, m	1,300	100	7	2,000	2,000
	H. S. teachers, f	650	50—2d yr. 100—3d yr.	2	*j*800	798

a White schools.
b Aid-teachers also take charge of the classes in any of the grammar grades during the temporary absence, by illness or otherwise, of the regular class-room teachers, and for this latter service, they receive pay on the basis of the salary of a regular teacher for the first year, $40 per month ($360 per year). When a vacancy occurs in the position of class-room teacher, the senior aid-teacher is promoted to it, if her services as aid-teacher have been satisfactory to the principal under whom she may have served and to the superintendent of the schools.
c Not reported. *d* Provided that their services have been continuous.
e Teachers who have not had former experience as teachers in a school of similar character, and who are appointed to places the highest salaries for which are limited to $855 per year. The salaries of all other teachers in the high school to be fixed by the board at the time of appointment of teacher.
f All white high-school teachers, but not including assistant superintendent.
g Normal school diploma, only. *h* Ninth year, $650 for first grade work.
i High- and training-school diploma, or high and normal-school diploma.
j Some have higher salary by special vote.

40. Portland, Ore	Grades 1 and 4 to 6	*a*$600	$50—2d, 4th yrs.	3	$ 700	$ 682
	Grades 2 and 3	*a* 550	50—2d, 4th yrs.	3	650	625
	Grades 7 to 9	*a* 650	50—2d, 4th yrs.	3	750	*b*746
	High school teachers	*a* 900	50—2d, 4th yrs.	3	1,000	986

a Teachers with two years' experience.
b Average salary for teachers in grades 7 and 8. No grade 9 teachers reported.

41. Cambridge, Mass	Asst. teachers, kind	$ 450	$ 50	3	$ 600	$ 632
	Prins., kind	450	50	5	*a*700	
	Grade and Training Schools—					
	Asst. teachers, grades	450	50	2	550	
	Grade 7, training school	450	..	..	450	
	Grade 8, training school	700	..	..	700	
	Gram. and prim. teachers	450	50	5	*a*700	
	Grade 9	750	50	1	800	680
	Special teachers, gram. schs	700	50	1	750	
	Masters, assts	800	100	1	900	
	Sub-masts., gram. and prim	1,000	100	4	1,400	
	Supervising teacher, tr. sch.	900	100	1	1,000	
	Prins., prim. schs	*b*700	50	1	*b*750	
	Masters, gram. schs	2,000	..	..	2,000	1,230
	Masters, training schools	2,500	..	..	2,500	

a Upon the recommendation of the superintendent and the committee on teachers, the salary of a teacher in a grammar or primary school, or of the principal of a kindergarten, may be increased from $700 to $750. provided such teacher has served at least one year.
b With $5 additional for each room under her supervision.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
	Latin School and English High School—					
	Asst. teachers	$ 500	$100	1	$ 600	(*c*)
	Teachers	700	50	5	950	$ 989
	Master's assts	1,200	..	..	1,200	
	Masters	2,000	..	..	2,000	
	Kind teachers	400	50	4	600	567
43. Albany, N. Y.	Grades 1 to 7	400	50	4	600	586
	Grade 8	(*d*)	(*c*)	(*c*)	700	
	Kind. teachers	315	45—2d to 5th yrs. 22½—6th to 11th yrs.	10	630	535
44. Dayton, Ohio	Grade teachers	315	45—2d to 5th yrs. 22½—6th to 11th yrs.	10	630	
	Kind. teachers	550	50	5	800	663
45. Seattle, Wash.	Grades 1 to 8	550	50	5	800	755
	High school teachers	800	100	5	1,250	1,027

c Not reported. *d* Restricted to experienced teachers.

46. Grand Rapids, Mich.	Kind. teachers	$ 350	$50—2d, 4th, 5th, 6th yrs. 25—3d, 7th, 8th yrs.	7	$ 625	$ 512
	Grades 1 to 4	350	50—2d, 4th, 5th, 6th yrs. 25—3d, 7th, 8th yrs.	7	*a*625	571
	Grades 5 and 6	350	50—2d to 6th yrs. 25—7th, 8th yrs.	7	650	635
	Grades 7 and 8	350	75—2d yr. 50—3d to 6th yrs. 25—7th, 8th yrs.	7	*b*675	686
	H. S. teachers, class 1 (*c*)	*d*600	50—2d yr. 100—3d yr.	2	*d*750	913
	Class 2 (*c*)	*d*800	100—3d yr.	2	*d*900	
	Class 3 (*c*)	*d*1,000	100—3d, 4th yrs.	3	*d*1,200	
	H. S. teachers, session rooms	*d*1,100	100	3	*d*1,400	
49. Reading, Pa.	Grades 1 to 4	*e*350	10—3d yr. 20—5th, 7th yrs. 50—9th, 11th yrs.	10	*e*500	430
	Grade 5	*e*, *f*380	20—3d, 5th yrs. 50—7th, 9th yrs.	*g*8	*e*520	486
	Grade 6	*e*, *f*450	50—3d, 5th yrs. 30—7th yr.	*g*6	*e*580	581
	Grades 7 and 8	*e*, *f*550	50—3d, 5th yrs.	*g*4	*e*650	660
	H. S. (girls) teachers	750	50	3	900	1,044
	H. S. (boys) teachers	1,000	100	2	*h*1,200	
50. Nashville, Tenn.	Grades 1 and 2 (white)	400	50—2d, 3d, 4th, 11th yrs.	10	*j*600	*k*490
	Grades 3 to 7 (white)	350	50—2d, 3d, 4th, 11th yrs.	10	*j*550	
	Grade 8 (white)	450	50—2d, 3d, 4th, 11th yrs.	10	*j*650	*k*625

a In 1–1 grade, maximum $650. *b* In eighth grade, maximum $700.

c A teacher may be promoted from the first class to the second class after three or more years' successful experience in the first class, and from the second class to the third class after three or more years' successful experience in the second class—in each case only on the joint recommendation of the superintendent of schools and the principal of the high school in which the teacher is employed.

d The preceptress in the Central High School shall receive a salary $100 greater than the salary which she would receive as a teacher of class or session room, as the case may be.

e Mixed schools in each case $10 more per year; male schools $20 more.

f No teacher shall be appointed to the fifth, sixth, seventh, and eighth grades without an experience of two years in each of the previous grades, provided, that a teacher may be appointed to the fifth grade with two years' experience in any of the first four grades.

g Years required in this grade. Maximum after ten years of service as a teacher.

h Thirteen hundred dollars on merit.

j Teachers presiding in rooms receive $50 per year additional.

k Average based on salaries paid in both white and colored schools.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
52. Camden, N. J.	Kind. teachers	$ 400	$40	3	$ 520	$ 486
	Grade teachers, 1 to 8	400	40—2d to 6th, 8th yrs.	7	640	515
	Assts., 8 gr	650	50	1	700	650
	First assts., gram. schools	675	50	1	725	698
	Principals (*a*)—					
	Prim. schs., 3 or 4 rooms	600	50	2	700	600
	Prim. schs., 5 to 8 rooms	700	50	2	800	792
	Prim. schs., 9 or 10 rooms	800	50	2	900	800
	Prim. schs., 11 or more rms.	900	50	2	1,000	900
	Gram. schools, female	1,000	50	2	1,100	1,043
	Gram. schools, male	1,150	50	2	1,250	1,250
	Supervising principals—					
	Prim. schools, f.	1,000	50	2	1,100	1,000
	Gram. schools, m.	1,250	50	2	1,350	(*b*)
	Gram. schools, f.	1,150	50	2	1,250	1,250
	Gram. schools, m.	1,350	50	2	1,450	1,400
	High school teachers	750	50—2d to 6th yrs.; 100—7th, 8th yrs.	7	1,200	889
	Prins., high school	1,200	100	3	1,500	1,400
	Dirs. of music and drawing	1,000	100	5	1,500	1,300
	Director of phys. tr.	1,000	100	5	1,500	1,000
53. Bridgeport, Conn.	Grades 1, 5 and 6	425	25	7	600	
	Grade 2	425	25	5	550	
	Grades 3, 4	425	25	6	575	540
	Grade 7	450	25	7	625	
	Grade 8	450	25	8	650	
	Prins. 8-room bldgs., f.	700	25	6	*c*850	890
	Prins., large bldgs., f.	1,000	(*d*)	(*d*)	1,500	
	Prins., large bldgs., m.	(*b*)	(*d*)	(*d*)	1,600	1,567
	High school teachers, f.	650	50	5	900	854
	High school teachers, m.	700	50	10	1,200	970
54. Trenton, N. J.	Grade teachers	*e*350	50—2d, 4th, 6th yrs.; 100—11th yr.	10	600	507
	Teachers, training schools	600	50	1	650	
	Prins., ward schs. 8 or more rs.	700	(*b*)	10	800	750

a Principals, who teach at least half of the time. *b* Not reported.
c For each 2 rooms additional $25. *d* No schedule for salary. *e* Without previous experience.

55. Troy, N. Y.	Kind. teachers	$ 350	$ 50	3	$ 500	$ 403
	Grade teachers	350	50	3	500	480
56. Lynn, Mass.	Grade teachers	350	100	3	600	597
	Prins., prim. schools, female	600	100	4	1,000	648
	Prins., gram. schools (*a*)	900	100	3	1,200	1,200
	Prins., gram. schools (*b*)	1,500	100	3	1,800	1,800
	Assts., man. tr.	900	100	3	1,200	1,200
	High school teachers, female	600	100	3	900	882
	Sub-prins., H. S., male	1,250	50	3	1,400	1,400
	Prins., H. S.	2,000	100	5	2,500	2,500
57. Oakland, Calif.	Kind. teachers (*c*)	720	60—2d yr.; 120—3d yr.	2	900	
	Kind. teachers (*d*)	780	60	2	900	840
	Gram. and 1st grade (*c*)	720	60—2d yr.; 120—3d yr.	2	900	
	Gram. and 1st grade (*d*)	780	60	2	900	
	Prim. grades—except 1st (*c*)	660	60—2d yr.; 120—3d yr.	2	840	866
	Prim. grades—except 1st (*d*)	720	60	2	840	
	High School teachers	*e*1,080	120—3d yr., exper.; 60—4th, 6th yrs., exper.	5	1,320	1,269
58. New Bedford, Mass.	Grades 1 to 7	475	50	3	*f*625	
	Grade 8	525	50	3	675	611
	Grade 9	600	50	3	750	
	High school teachers, female	700	100	3	1,000	1,000
	Teacher of French	75	50	3	800	700
	Teacher of cooking	650	50	3	800	650

a Lewis and Burrill schools. *b* Ingalls, Whiting, Cobbet, Shepard, and Tracy schools.
c Graduates of a normal school. *e* Teachers with at least two years' experience.
d Graduate of a college or university. *f* Practice rooms $50 extra.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
59. Somerville, Mass....	Kind. assts.....	$ 275	$ 75	2	$ 425	$ 425
	Kind. teachers.....	400	100	2	600	600
	Grammar and primary.....					
	Third assts.....	275	75	2	425	425
	Second assts.....	400	100	3	700	650
	First assts.....	725	..	..	725	725
	Masters.....	1,800	50	2	1,900	1,900
	High school.....					
	Third assts.....	650	50	5	900	900
	Second assts.....	900	50	2	1,000	1,000
	First assts.....	1,000	50	4	1,200	1,200
	Sub-masters.....	1,000	100	7	1,700	1,700
	Masters.....	1,800	50	4	2,000	2,000
	Head masters.....	2,300	100	7	3,000	3,000
	Sewing teachers.....	600	50—4th yr.	3	650	650
	Supervisor, drawing.....	900	100	1	1,000	1,000
	Supervisor, penmanship.....	1,000	100	5	1,500	1,500
	Supt. of schools.....	2,500	100	5	3,000	3,000
60. Lawrence, Mass.....	Grades 1 to 4.....	400	50—2d, 4th yr.	3	*a*500	501
	Grade 5.....	500	(*b*)	(*b*)	*a*550	
	Grade 6.....	550	...	..	*a*550	
	Grades 7 and 8.....	600	...	..	*a*600	
	Prin., 5th grade, f.....	550	...	..	*a*550	579
	Prins., gram. schools, m.....	1,500	100	5	*a*2,000	1,750
61. Springfield, Mass....	Grades 1, 2, 4, and 6, asst. teachers.....	350	25	1	375	375
	Grades 1 to 8, and rural teachers.....	400	50	4	*c*600	601
	Grade 9, and gram. prep.....	400	50	6	*d*700	
64. Hoboken, N. J.....	Grade teachers.....	480	30—5th, 8th 60—10th, 13th, 17th, 21st, 24th, 26th yrs.	25	900	623
65. Peoria, Ill.....	Grades 1 to 8.....	350	50	5	600	537
	Prins., elem. schools, f.....	1,200	100	2	1,400	1,200
	Prins., elem. schools, m.....	1,400	100	4	1,800	1,600
	High school teachers, f.....	600	100	4	1,000	760
	High school teachers, m.....	800	100	4	1,200	1,158
	Head insts., H. S., m.....	1,000	100	7	1,700	

a Any further increase is by direct vote of the School Committee.
b Not reported.
c Special maximum grade 8, $700.
d Special maximum grade 9, $800.

66. Evansville, Ind.....	Grade teachers.....					
	Class III (*a*).....	*b*$450	$50—2d, 4th yrs.	3	*b*$550	$546
	Class II (*c*).....	600	..	..	600	
	Class I (*d*).....	625	25	1	650	
67. Manchester, N.H....	Grade teachers.....	350	50	4	*e*550	522
68. Utica, N. Y.....	Kind. assts., ½-day time.....	250	50	1	300	273
	Kind. teachers.....	350	50	2	*f*450	434
	Grades 1 to 6.....	350	50—2d, 3d yrs. 25—4th, 5th yrs.	*g*4	500	480
	Grades 7 to 9.....	550	..	..	550	550
69. San Antonio, Tex.....	Grade teachers— Inter. city or second grade state certificate					
	Rank 7.....	384	24—4th, 7th yrs.	6	432	579
	Rank 6.....	408	24—4th, 7th yrs.	6	456	
	Rank 5.....	432	24—4th, 7th yrs.	6	480	
	Rank 4.....	456	24—4th, 7th yrs.	6	504	
	Rank 3.....	480	24—4th, 7th yrs.	6	528	

a Composed of beginners and such teachers as are paid the regular rate fixed by law.
b Figures show highest possible salary obtainable. Salaries are based on license standing, first year 2¼ per cent, second and third years 2½ per cent, fourth and fifth years 2¾ per cent. of license standing.
c Composed of teachers who have had five years experience, and are exceptionally strong in teaching powers.
d Composed of teachers who have passed successively through classes three and two, and whose proficiency in pedagogical study is satisfactory to the superintendent and board of trustees.
e Master's assistant, grammar school, may receive $575.
f In Taxton, Miller Street, and South Street kindergartens, $25 per year additional.
g Experience elsewhere shall count the same as if had in Utica.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
60. San Antonio, Tex... (Continued.)	Grade teachers—Continued					
	Rank 2	$504	$24—4th, 7th yrs.	6	$ 552	
	Rank 1	*a*528	24—4th, 7th yrs.	6	*a*576	
	Permanent primary, temporary high school, first grade state or normal school diploma					
	Rank 7	456	24—4th, 7th yrs.	6	504	
	Rank 6	480	24—4th, 7th yrs.	6	528	
	Rank 5	504	24—4th, 7th yrs.	6	552	
	Rank 4	528	24—4th, 7th yrs.	6	576	
	Rank 3	552	24—4th, 7th yrs.	6	600	
	Rank 2	576	24—4th, 7th yrs.	6	624	$ 579
	Rank 1	*a*600	24—4th, 7th yrs.	6	*a*648	
	Permanent first grade state, or permanent high school city certificate					
	Rank 7	528	24—4th, 7th yrs.	6	576	
	Rank 6	552	24—4th, 7th yrs.	6	600	
	Rank 5	576	24—4th, 7th yrs.	6	624	
	Rank 4	600	24—4th, 7th yrs.	6	648	
	Rank 3	624	24—4th, 7th yrs.	6	672	
	Rank 2	648	24—4th, 7th yrs.	6	696	
	Rank 1	*a*672	24—4th, 7th yrs.	6	*a*720	
70. Duluth, Minn	Grade teachers	450	25 or 50, according to success	(*b*)	750	594
	High school teachers female	650	50	5	900	808
	High school teachers, male	900	50	8	1,300	1,053
71. Salt Lake City, Utah	Grades 1 to 8	360	$22\frac{1}{2}$ to 45	(*b*)	720	562
	High school teachers	720	$22\frac{1}{2}$ to 45	(*b*)	1,080	846

a Between June 15th and September 1, 1904, the superintendent of schools, with the concurrence of two-thirds of the principals, shall select from the teachers ranking 1, not to exceed five; and in like manner between September 1, 1904, and June 15, 1905, there shall be selected, not to exceed five additional teachers. A similiar selection shall be made each succeeding year. The rank of these teachers shall be A1, and their salaries $24 per year more than called for by the present schedule. During the following year, and each year thereafter, in the same manner and at corresponding dates, there shall be selected from among the teachers ranking A1, the same number of teachers whose rank shall be AA1, and whose salary shall be $48 per year more than the present schedule calls for.

b Not reported.

72. Waterbury, Conn.	Grammar school (*a*)—					
	Teachers, grade C	*b*$350	$30—2d yr. 40—3d, 4th, 5th yrs.	4	$ 500	
	Teachers, grade B	550	50	1	600	$ 551
	Teachers, grade A	(*c*)	(*c*)	(*c*)	650	
	District teachers	400	..	..	400	
73. Elizabeth, N. J.	Gram. and prim. teachers	400	25—2d, 4th, 6th yrs. 50—3d, 5th yrs.	5	575	528
	Teachers of beginning classes	*d*600	..	..	*d*600	622
	Grade 8, class teachers	*d*650	..	..	*d*650	688
	High school teachers, female	575	50	4	775	775
	High school teachers, male	700	75	4	1,000	963
74. Erie, Pa.	Assts., grades	285	20	3	$332\frac{1}{2}$	$332\frac{1}{2}$
	Grades 1 and 7	$332\frac{1}{2}$	$28\frac{1}{2}$	9	570	466
	Grades 2 to 6	$332\frac{1}{2}$	$28\frac{1}{2}$	6	503	420
	Prins. grades, 6 rs. or less, f	570	$28\frac{1}{2}$	5	$712\frac{1}{2}$	
	Prins, grades, 8 and 10 rs., f	$617\frac{1}{2}$	$28\frac{1}{2}$	7	$807\frac{1}{2}$	745
	H. S. teachers—mod. lang	600	50	8	1,000	
	H. S. teachers—Eng	600	50	12	1,200	
	H. S. teachers—Math	600	50	18	1,500	942
	H. S. teachers—classics	600	50	18	1,500	
	H. S. teachers—science	600	50	18	1,500	
	Vice-prins., H. S	1,400	50	12	2,000	1,800
	Prins., H. S	1,800	100	7	2,500	2,100
	Teachers, Ger	285	$28\frac{1}{2}$	8	$503\frac{1}{2}$	420
	Teachers, drawing	500	50	3	650	566

a It shall require five votes to raise the grade of any teacher. It shall require four votes to raise the salary.

b Normal or college graduates receive $400 for the first and second years.

c Not reported. *d* Any teacher having two different classes a day to receive $50 per year extra.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
77. Kansas City, Kans...	Grade teachers	$ 360	27—2d to 5th yrs. 45—6th yr.	5	$ 513	$ 486
78. Norfolk, Va.	Grade teachers (white)	400	$15	17	650	492
79. Harrisburg, Pa.	Grs. 1 to 3 (prim. C, D and E)	*f* 332½	23¾	6	*f*475	
	Grs. 4 and 5 (prim. A and B)	*f*475	23¾	2	*f*522½	*g*467
	Grs. 6 and 7 (gram. C and D)	*f* 522½	23¾	4	*f*617½	
	Grs. 8 and 9 (grs. A and B)	*f* 617½	23¾	2	*f*665	
	High school teachers	712½	47½	7	1,045	963
	Prins., high school	1,500	100	5	2,000	2,000

f Supervisory principles, in addition to the regular grade salary, receive $47½ per year extra for 4-room buildings and $9½ per year extra for each additional room.

g Average for principals elementary schools $702.

83. Holyoke, Mass. (*a*)..	Kind. assts.	$ 350	$50	2	$ 450	$ 421
	Prins., kind.	400	50	3	550	536
	Grades 1 to 6.	400	50	4	600	591
	Grade 7.	425	50	4	625	625
	Grade 8.	450	50	4	650	650
	Grade 9.	500	50	4	700	700
	Prins., prim. bldgs.	700	50	2	800	808
	Prins., gram. schs., 8 rooms or less	1,000	75—2d to 7th yrs. 50—8th yr.	7	1,500	1,833
	Prins., gram. schools, more than 8 rooms	1,200	100	8	2,000	
84. Youngstown, Ohio ..	H. S. trs., not heads of depts.	500	50	6	800	715
	Grade trs., without experience	300	40—2d to 6th yrs. 25—7th to 12th yrs.	11	650	474
	Grade trs., with experience..	(*b*)	40—until $500 is reached, then 25—until max. is reached....	(*c*)	650	
	Teachers of drawing.	1,000	200	1	1,200	1,200
	Teachers of music.	1,000	200	1	1,200	1,200
	Teachers of penmanship.	1,000	200	1	1.200	1,200
86. Akron, O. (*d*).	Grade trs., with experience..	300	25—2d, 3d, 9th, 11th yrs. 50—4th, to 7th yrs.	10	600	502
	Gr. trs., Akron normal grads.	325	25—2d, 8th, 10th yrs. 50—3d to 6th yrs.	9	600	
87. Tacoma, Wash.	Grades 1 to 6.	500	50	4	700	667
	Grades 7 and 8.	500	50	5	750	
89. Lancaster, Pa.	High school teachers.	800	50	3	950	924
	Grades 1 and 2.	350	10	5	400	387
	Grades 3 and 4.	420	...	..	420	420
	Grades 5 and 6.	420	10½—2d yr. 21—3d, 4th yrs.	3	*e*472½	469

a Post-graduate or foreign study is equivalent to teaching service. A reasonable allowance shall be made for experience in other schools, or for previous experience in a lower position, or for advance study.

b Secured at such compensation as committee on teachers may agree upon.

c Varying number.

d Teachers who have had experience elsewhere shall be employed to such salaries as may be agreed upon by the board, but when once employed their salaries shall be subject to the same rates of increase as those of other teachers.

e Teachers who also act as principals of buildings receive $482½ per year.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
90. Lincoln, Neb	Gram. sch. teachers, *f*	$475	$10—2d, 3d yrs. 30—4th yr.	3	$ 525	$ 525
	Grade teachers (*f*)	360	*g*36	*g*8	*h*630	561
	Prins., prim. grades	*i*630	*g*36	*g*3	*hi*720	691
	Prins., inter. grades	630	*g*36	*g*4	*h*765	729
	Prins., gram. schools	675	*g*36	*g*4	*h*810	806
91. Dallas, Tex	Grade teachers	$ 450	$22½	7	$ 607½	(*b*)
92. Brockton, Mass	Grade teachers	450	25	5	575	$ 555
93. Schenectady, N. Y.	Grade teachers	375	75—2d yr. 50—3d yr. 25—4th, 5th yrs.	4	550	503
94. Pawtucket, R. I.	Grades 1 to 6	*a*360	40	5	*a*560	517
	Grades 7 to 9	(*b*)	(*b*)	(*b*)	*a*600	575
	Prins., grade schools	(*b*)	(*b*)	(*b*)	600	609
	Asst. masters, gram. schools	440	40	4	600	600
	Masters, gram. schools	1,000	50	2	*c*1,100	1,260
	Sub-masters, high school	1,000	100	5	1,500	1,600
	Masters, high school	1,800	100	4	2,200	2,200
97. Spokane, Wash	Grade teachers	*d*495	45	5	720	646
100. Saginaw, Mich	Grade teachers	300	50	4	500	457
106. Johnstown, Pa.	Prim. and inter. teachers	*e*360	45	5	585	522
	Gram. grades teachers	*e*405	45	5	630	
	High school teachers	720	45	4	900	819
107. Haverhill, Mass	Grade teachers	400	25	8	600	528
	Prins., gram. schools, f	800	50	4	1,000	879
	Prins., gram. schools, m	1,000	50	6	1,300	1,225
	High school teachers	600	50	6	900	788
	High school teachers, m	1,000	50	8	1,400	1,220
	Prins., high school	1,800	100	5	2,300	2,300
108. Terre Haute, Ind	Kind. teachers	$ 400	$25—2d to 5th yrs 50—6th yr.	5	$ 550	
	Grades 1 to 6	425	50—2d, 3d yrs. 25—4th, 5th, 6th yrs.	5	600	$ 552
	Grade 7	475	50—2d, 3d yrs. 25—4th, 5th, 6th yrs.	5	650	
	Prins., dists. 10, 12, 14	500	50—2d, 3d, 4th yrs. 25—5th, 6th yrs.	5	700	
	Prins., dists., 8, 9, 11, 19, 20	550	50—2d, 3d, 4th yrs. 25—5th, 6th yrs.	5	750	856
	Prins., dists., 2, 3, 4, 5, 13, 10	700	50	5	950	
	Prins., dists., 1, 6, 7, 15, 17, 18	800	50	5	1,050	

f The salaries of teachers having experience equivalent to more than the minimum required to secure a certificate shall be fixed by the board on the recommendation of the committee on teachers. Thereafter the salaries of such teachers shall be subject to the same rates of increase as those of other teachers.

g Those holding first, second, or third grade certificates and who completed certain professional study during the preceding year shall receive an increase of $54 per year until maximum is reached.

h Those holding first or second grade certificates who have attained the maximum salary within their class and who, during the preceding year, have completed certain professional study shall receive from $4½ to $9 per year additional. The total increase thus obtained not to exceed $90 per year.

i When promoted to grammar schools, principals of primary schools receive $45 per year more than their salary would be if retained in former position.

a Head teachers in four- and six-room buildings shall receive $40 per year in addition to above schedule.

b Not reported.

c May be increased for long continued service and marked fitness to an amount not exceeding $1,300 by vote of the board.

d Teachers are required to have two years' experience in graded schools before being employed. Graduates of advanced normal course are received for one year at $360 per year and are then paid the minimum regular salary.

e Must have had at least one years' experience or have graduated from Pennsylvania Normal School, Credited with experience in teaching elsewhere.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING
SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
108. Terre Haute, Ind.. (Continued.)	High school dept. assts.....	$ 550	$50	5	$ 800	$ 756
	H. S. hds.of depts. and v-prin.	750	50	5	1,000	937
	Prins., high schools.....	1,450	50	5	1,700	1,700
	All special teachers.....	750	50—2d, 3d, 4th yrs. 100—5th, 6th yrs.	5	1,100	(*a*)
109. Allentown, Pa.....	Primary Schools—					
	Female schools, 1st yr....	440	..	..	440	
	Male schools, 1st yr.....	480	...	..	480	
	Female schools, 2d yr.....	380	20—4th	3	400	
	Male schools, 2d yr.....	420	20—4th	3	440	452
	Advanced Primary Schools—					
	Female schools.....	400	40—4th	3	440	
	Male and mixed schools...	450	30—4th	3	480	
	Secondary Schools—					
	Female Schools.....	510	30—4th	3	540	567
	Male Schools.....	600	30—4th	3	630	
	Grammar Schools—					
	Female schools.....	550	50—4th	3	600	596
	Male schools.....	700	...	..	700	
110. McKeesport, Pa ...	Grade teachers.....	*c*405	45	3	540	502
111. Dubuque, Iowa	Kind. assts.....	250	25	2	300	300
	Kind. directors.....	350	50	2	450	450
	Grade 1.....	350	25	6	500	465
	Grades 2 to 5.....	*d*300 *d*350	25 25	6 6	*d*450 *d*500	433
	Grade 6.....	500	...	..	500	500
	Grade 7.....	550	...	..	550	550
	Grade 8.....	600	...	..	600	600
	Prins. high school.....	1,700	100	3	2,000	2,000
112. Davenport, Iowa ...	Grades 1 and 7.....	450	50	2	550	
	Grades 2 to 5.....	400	50	2	500	
	Grade 6.....	425	50	2	525	522
	Grade 8.....	475	50	2	575	
	Grade 9.....	550	50	2	650	

a Teacher of music $850; teacher of physical culture $900; teacher of drawing $950.

c To those who are graduates of state normal schools. Teachers who are graduates of the training department of the McKeesport High School and who hold provisional certificates shall receive $405 per year; those holding professional certificates shall receive $450 for the first year and $495 the second year; those holding permanent certificates shall receive $540 per year.

d Depending upon certificates.

117. Bayonne, N. J.....	Grade teachers.....	$ 400	$30	10	$ 700	$ 559
	High school teachers, female.	750	30	4	850	800
	High school teachers, male..	1,000	50	10	1,500	1,150
	Vice-prins., grades..... ..	750	30	4	850	800
118. Superior, Wis.....	Kind. assts..... ..	237½	47½	5	475	463
	Kind. directors.....	427½	47½	5	665	
	Grade teachers.....	427½	47½	5	665	555
	High school teachers.....	617½	47½	5	855	774
121. Springfield, Ill.....	Grade 1.....	(*a*)	(*a*)	(*a*)	600	497
	Grades 2 and 3.....	300	50	4	500	426
	Grade 4.....	400	50	3	550	509
	Grade 5.....	500	50	1	550	530
	Grade 6.....	500	50	2	600	598
	Grade 7.....	(*a*)	(*a*)	(*a*)	600	573
	Grade 8.....	600	...	..	600	600
	Prins., 8 or 9 rooms, male...	1,000	100	4	1,400	
	Prins., 10 or 11 rooms, m....	1,000	100	5	1,450	1,322
	Prins., 12 or more rooms, m.	1 000	100	5	1,500	
122. Butte, Mont.....	Grade 1.....	900	...	.	900	900
	Grades 2 to 7.....	*b*650	50	3	800	800
	Grade 8.....	900	...	..	900	890
124. Chelsea, Mass.....	Grade teachers.....	400	50	4	600	552
	High school teachers.....	700	50	6	1,000	916

a Not reported.

b Experienced teachers start at maximum salary.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING
SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
125. Topeka, Kans.....	Grade teachers.....	$360	$ 45	4	$ 540	$495
	Prins. bldgs., 4 rooms or less	*c*360	*c*45	4	*d*540	
	Prins. bldgs., 5 to 7 rooms...	*e*360	*e*45	4	*f*540	841
	Prins. bldgs., 8 or more rooms	900	45—3d, 4th, 5th yrs.	4	1,035	
	H. S. trs., without experience	675	45—3d, 5th, 7th, 9th, 11th yrs.	10	900	767
		*g*280	40—2d, 3d, 4th, 7th yrs.			
126. Fitchburg, Mass....	Grade teachers.....		80—5th, 6th yrs.	10	650	644
			50—11th yr.			

c And in addition thereto he shall receive for each room under his own as follows: first year $27 per year, second year $36; third year $45; fourth year $54; fifth year $60 per year.

d Plus $60 per year for each room under his own.

e And in addition thereto he shall receive for each room under his own as follows: first year $27 per year; second year $36; third year $45; fourth year $54 per year.

f Plus $54 per year for each room under his own.

g Each and every full years' attendance at a state normal school in Massachusetts—on the part of any person receiving a diploma therefrom shall be regarded in computing the compensation as equivalent to a year's experience in teaching in a public school.

127. Knoxville, Tenn....	Prim. grade teachers.....	$ 190	$47½	7	$ 513	$ 395
	Gram. grades, female.....	237½	47½	6	513	385
	Gram. grades, male.....	380	47½	3	513	456
128. East St. Louis, Ill...	First prim., f.....	*a*550	50	2	650	
	Second prim., f.....	*a*500	50	2	600	545
	Grades 2 and 3, f.....	*b*400	50	2	500	
	Grade 4, f.....	*b*400	50	2	500	471
	Grade 5, f.....	*a*450	50	2	550	546
	Grade 6, f.....	*a*500	50	2	600	605
	Grade 7, f.....	*a*600	50	1	650	655
	Grade 8, f.....	*a*650	50	1	700	700
	Sup. prins., gram. schs., 8 to 20 rooms, m	1,000	50	4	1,200	1,200
	High school teachers, f.....	700	50	3	850	813
	High school teachers, m.....	1,000	50 or 100	(*c*)	1,200	1,150
	Supvs. music and drawing...	1,000	50	4	1,200	1,200
131. Montgomery, Ala...	Grade teachers, white.....	400	*d*20—3d to 6th yrs.	5	*e*500	438
	Grade teachers, colored.....	240	8	5	280	249
132. Taunton, Mass. (*f*).	Grade assts.....	300	25	4	400	499
	Grade teachers (dept. rooms)	450	25	4	550	
	Grade prins. (*g*).....	450	25	4	550	550
	Gr. prins. (*h*).....	475	25	4	575	575
	Grade prins. (*i*).....	500	25	4	600	600
	Rural teachers (*j*).....	300	25	4	400	360
	Rural teachers (*k*).....	350	25	4	450	400
	Rural prins.....	400	25	4	500	456
134. Passaic, N. J.....	Grade teachers.....	450	25	10	700	572

a Only experienced teachers employed.

b Inexperienced teachers.

c Not reported.

d Beginning third year, if teacher holds first grade certificate.

e Larger salary for unusual skill and success, after years of experience.

f Credit given for experience in teaching in other similar schools. A two years' course in a regular normal or training school for teachers shall count as one year's successful experience in teaching, and a four years' course shall count as two years' experience.

g At High Street school.

h At County Street, Shores Street, South, and Summer Street schools.

i At Barnum Street, East Weir, Leonard, North Pleasant Street, North School Street, Pine Street, School Street, Washington, and Whittenton schools.

j At Lothrop, Pratt, North, Rocky Woods, Scadding's Pond, and Woodward schools,

k Lower department at Oakland and Westville schools,

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING
SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
135. Canton, Ohio	Kind. teachers	$332½	$ 28½	4	$ 427½	$ 427½
	Grades 1 to 5	332½	28½	7	522½	522½
	Grade 6	332½	28½	9	570	570
	Grade 7	332½	28½	10	617½	617½
	Grade 8	807½	28½	5	950	940
138. Sioux City, Iowa	Grades, junior 1 to 8	360	45	4	540	450
	Grades 1 to 7	360	45	3	495	
	High school teachers	540	45	4	720	663
143. Joliet, Ill.	Grades 1, 7, and 8	337½	22½	10	550	433
	Grades 2 and 6	337½	22½	9	525	
	Grades 3, 4, and 5	337½	22½	8	500	
	Prins., grades	525	50	7	850	649
	Supervisor, drawing	600	50	6	900	800
	Supervisor, music	700	50	6	1,000	700
	Supervisor, primaries	800	50	8	1,200	1,150
	Superintendent	1,600	200—2d, 3d yrs. 100—4th, 8th yrs.	7	2,500	2,300
145. Woonsocket, R. I.	Kind. principals	350	25	3	425	375
	Grades 1 to 4	325	25—2d yr. 50—3d, 4th, 5th yrs.	4	500	453
	Grades 5 to 8	350	25—2d yr. 50—3d, 4th, 5th yrs.	4	525	
	Grade 9	400	50	3	550	
	Prins. gram. grades, male	900	50	6	1,200	1,300
	High school teachers	600	50	6	900	788
	Sub-masters, high school	1,000	50	6	1,300	(*a*)
	Prins., high school	1,500	100	5	2,000	1,500

a Not reported.

153. New Britain, Conn.	Kind. teachers	$ 380	$ 20	4	$ 460	$ 436
	Grades 1, 2, 3, 4, and 7	380	20	4	460	
	Grades 5 and 6	380	20	5	480	451
	Grades 8 and 9, female	420	(*a*)	(*a*)	700	
154. Everett, Mass.	Grade teachers, f.	400	50	4	600	526
	Prins., prim., f.	550	50	2	650	630
	Prins., gram. (*b*)	700	100	3	1,000	1110
		1,000	100	3	1,300	
		1,200	100	4	1,600	
157. Bay City, Mich.	Grade 1	300	25	9	525	500
	Grades 2 to 8	300	25	7	475	408
	High school teachers, f.	600	25	4	700	741
	High school teachers, m.	800	50	3	950	893
160. Gloucester, Mass.	Prim. teachers	300	20	8	450	388
	Inter. teachers	300	20	8	450	
	Gram. teachers	300	20	12	525	
162. North Adams, Mass	Asst. teachers (*c*)	304	38—3d yr.	2	342	329
	Grades 1 to 8 (*d*)	380	38—3d, 5th yrs.	4	*e*456	456
	Prins., gram.	570	38	5	760	692
164. Kalamazoo, Mich.	Kind. assts.	320	25	2	350	327
	Kind. teachers	400	25	4	500	436
	Grade teachers	350	25	6	500	409
165. Quincy, Mass.	Grade teachers, f.	400	25—2d to 5th yrs. 50—16th yr.	15	550	479
	Asst. prins., elementary, f.	450	50	3	600	600
	Prins., gram., m.	1,000	100	4	1,400	1,400
	High school teachers	600	50	4	800	715
	H. S., 1st asst. teachers, f.	1.700	50	3	850	
	Asst. prins., high school, m.	1,000	100	2	1,200	1,100
	Prins., high school	2,000	100	2	2,200	2,200

a Not reported.
b Salary determined by size of building.
c Inexperienced.
d Experienced teachers.
e After 6 years' service merit and grade determine teacher's salary. Maximum in grade 9, $570 after 5 years' service.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING
SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
170. Aurora, Ill. (East s.)	Grade 1	$ 675	$ 50	4	$ 675	$675
	Grades 2 to 5	325	50	..	525	462
	Grade 6	575	50	2	675	625
	Grade 7	625	50	2	725	675
	Grade 8	725	...	..	725	725
	High school teachers, female	600	50	8	1,000	733
	High school teachers, m	700	100	5	1,200	900
170. Aurora, Ill. (West s.)	Grades 1 and 7	350	50	6	625	594
	Grades 2 to 5	350	50	3	500	452
	Grade 6	350	50	5	600	563
	Grade 8	350	50	9	800	688
171. Lima, Ohio	Grade 1	285	47½	5	522½	371
	Grade 2	285	47½	2	380	
	Grades 3 and 4	285	47½	3	399	
	Grades 5 and 6	332½	47½	2	427½	399
	Grade 7	332½	47½	3	475	475
	Grade 8	332½	47½	4	522½	522½
172. Nashua, N. H.	Prim. teachers	350	25	2	400	400
	Gram. teachers	400	25	2	450	450
173. Meriden, Conn.	Prim. and inter. teachers	350	50—2d yr.; 25—3d, 4th yrs.; 100—11th yr.	10	550	400
	Gram. teachers	350	50—2d, 3d, 4th, 11th yrs.	10	550	
174. Jamestown, N.Y.	Kind. assts	275	25	1	300	300
	Kind. teachers	325	25—2d to 5th, 11th, 12th, 13th yrs.	12	500	433
	Prim. assts	275	25	1	300	298
	Grades 1 to 7	325	25—2d to 5th, 11th, 12th, 13th yrs.	12	500	508
	Grade 8	500	25	2	550	550
	Prins., ward schools, less than 6 rooms, f	500	25	2	550	607
	Prins., ward schools, more than 6 rooms	575	25	3	650	
175. Wichita, Kans.	Grade teachers	315	22½—2d, 3d yrs.; 45—4th, 5th, 6th yrs.	5	495	419
	High school teachers	540	45—2d, 3d, 4th 5th yrs.; 67½—6th yr.	5	787½	714
176. Waltham, Mass.	Grades 1 to 8, f	450	50	3	600	594
	Masters' asst., 9th grade	(a)	50	(a)	700	675
	Prins. prim., 4 rooms	(a)	50	(a)	640	653
	Prins. prim., 6 rooms	(a)	50	(a)	660	
	Prins. prim., 8 rooms	(a)	50	(a)	680	

a Not reported.

179. Lewiston, Me.	Kind. teachers	(a)	$ 25	(b)	$ 425	$ 395
	Grades 1 to 5	(a)	25	(b)	425	
	Grades 6 to 8	(a)	25	(b)	475	475
	Grade 9	(a)	25	(b)	500	500
182. Zanesville, Ohio	Prim. and inter. teachers	$ 300	50	5	525	525
186. Sheboygan, Wis.	Kind. assts	250	50	2	350	321
	Kind. teachers	450	50	1	300	500
	Kind. supervisors	500	50	3	650	650
	Grades 1, 3, 4, and 5	400	50	2	500	458
	Grade 2	350	50	2	450	
	Grades 6, 7, and 8	450	50	2	550	
	Prin., grades	850	100	4	1,200	1,067
	High school teachers, female	500	50	7	850	670
	High school teachers, male	500	100	5	1,000	800
	Prins., high school	1,200	100	3	1,500	1,400
	Ger. and music teachers, f	500	50	2	600	600
	Ger. and music teachers, m	500	50	5	750	758

a First assignments are usually in primary or rural schools at $300.
b Not reported.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
188. Elgin, Ill.	Grades 1, 2, 7, and 8	*c*$270	$05—2d yr.; 47½—3d to 7th yrs.	6	$ 593¾	
	Grades 1, 2, 7, and 8	*d*380	47½	5	593¾	
	Grades 3 to 5	270	95—2d yr.; 47½—3d to 6th yrs.	5	522½	$ 497
	Grades 3 to 5	*d*380	47½	4	522½	
	Grade 6	270	95—2d yr.; 47½—3d to 7th yrs.	6	570	
	Grade 6	*d*380	47½	4	570	
189. Watertown, N.Y.	Kind. teachers	350	20	8	500	400
	Prim. and inter. teachers	320	20	4	400	373
	Gram. teachers	320	20	9	500	
	Prins. prim.	440	20	3	500	479
	Prins. gram.	600	...	..	600	600
	High school teachers, f.	650	50	4	850	700
	High school teachers, m.	1,000	50	4	1,200	1,200
	Prins., high school	1,600	50	10	2,100	2,000
	Supervisor drawing	450	50	3	600	550
	Supervisor music	600	50	5	850	700
	Supt.	1,800	150	5	2,500	2,350
191. Austin, Tex.	Grades 1 to 6	*e*360	...	..	360	504
	Grades 1 to 6	*f*450	(*g*)	10	(*g*)	
193. Burlington, Ia.	Kind. assts.	285	25	4	380	
	Kind. directors	475	25	4	570	
	Prim. teachers	325	25	8	525	
	Grades 1A to 4B	285	40—2d yr.; 25—3d to 8th yrs.	7	475	474
	Grades 4A to 7A	500	...	..	500	
	Grade 8	570	...	..	570	

c Beginners at $270 are never assigned to either 7th or 8th grades.
d Normal graduates.
e Teachers holding second grade certificates.
f Teachers holding first grade city certificates.
g Teachers holding first grade city certificates shall receive $540 after the first year's service in the school; after 5 years' service, the salary of such teachers shall be increased 5 per cent.; after 10 years' service, 5 per cent. additional.

195. Pittsfield, Mass.	Grades 1 to 9	$ 320	$ 20	7	$ 460	$ 429
200. Columbia, S. C.	Grade teachers, f. (white)	315	45	2	405	405
	Grade teachers, f. (colored)	180	45	2	270	270
	Grade teachers, m. (colored)	270	45	2	360	360
201. Newport, R. I.	Kind. teachers	400	20	8	560	504
	Grades 1 to 6	400	20	8	560	515
	Grade 7	560	20	2	600	600
	Grade 8	600	20	5	700	660
	Grade 9	700	50	2	800	750
202. Decatur, Ill.	Grade teachers	315	45—2d, 3d yrs.; 20—4th yr.; 25—5th to 8th yrs.	7	525	466
203. Bangor, Me.	Grades 1 to 8	288	36—2d, 3d, 5th, 7th, 10th yrs.	9	468	427
204. Waco, Tex.	Grade 1, chart class trs. (wh.)	472½	45	3	607½	607½
	Grades 2 to 6 (white)	450	45	3	585	585
	Grade 7 (white)	652½	..	..	652½	652½
209. Niagara Falls, N.Y.	Kind. teachers	400	50—2d, 3d, 6th yrs.	5	550	506
	Grade teachers	350	50—2d, 3d, 6th yrs.	5	500	443
	Prins. grades, f.	600	50	2	700	683
	High school teachers, f.	500	50—2d, 3d, 6th yrs.	5	650	621
210. Shenandoah, Pa.	Grade 1	315	18—3d yr.; 27—4th yr.	3	360	345
214. Rock Island, Ill.	Grades 1 and 7	315	45	5	540	
	Grades 2 to 6	315	45	4	495	456
	Grade 8	315	45	6	585	

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING
SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
215. Evanston, Ill.	Grade 1	$650	25—2d to 5th yrs.; 50—10th, 15th, 20th yrs.	19	$900	$716
	Grades 2 to 5	600	25—2d to 5th yrs.; 50—7th yr.	6	750	
	Grades 6 to 8	650	25—2d, 3d yrs.; 50—5th, 10th yrs.	9	800	
216. Leavenworth, Kans.	Grade teachers	360	$22½	6	540	447
217. Port Huron, Mich.	Grades 1 to 4	300	25	3	450	392
	Grades 5, 7, and 8	375	25	4	450	630
	Grade 6	350	25	3	630	
	Prins. grades	475	50	8	450	
222. New Albany, Ind.	High school teachers	540	45	2	630	630
224. Concord, N. H.	Lower prim. teachers	300	25—2d, 3d, 4th yrs.; 50 until maximum is rea'h'd	7	550	476
	Higher prim. teachers; Second gram. teachers	300	25—2d, 3d, 4th yrs.; 50 until maximum is rea'h'd	6	500	
	Prins. second gram	450	25	4	550	598
	Prins, first gram	500	25—2d, 3d, 4th yrs.; 50 until maximum is rea'h'd	8	800	
	High school teachers	500	25—2d, 3d, 4th yrs.; 50 until maximum is rea'h'd	8	800	778
225. Medford, Mass.	Kind. teachers (1 session)	300	50	4	500	583
	Kind. teachers (2 sessions)	400	50	4	600	
	Grades 1 to 8	400	50	4	600	
	Prins. gram., m	1,000	100	5	1,500	1,500
	High school teachers, f	600	50	4	800	750
	High school teachers, m	700	50	4	900	933
	Masters, high school, m	1,000	100	5	1,500	1,175
228. Winona, Minn.	Kind. assts	300	10	10	400	461
	Kind. teachers	450	15	10	600	
	Prim., and grade 5	400	15	9	525	485
	Grades 1 to 4	400	10	10	500	
	Grades 6 and 7	425	15	10	575	
	Grade 8	500	15	10	650	
229. Perth Amboy, N. J.	Grades 1 to 5	420	30	1	450	447
	Grade 6	450	25	2	500	475
	Grade 7	475	25	3	550	500
	Grade 8	600	50	2	700	700
	H. S. teachers, mod. cl., f	800	50	4	1,000	850
	H. S. teachers, science, f	650	50	2	750	
	H. S. teachers, anc. classics, m	900	50	4	1,100	917
	H. S. teachers, science, m	750	50	3	900	
	H. S. teachers, commercial, m.	600	50	4	800	
232. Sandusky, Ohio	Grades 1, 5, and 6	300	50—4th, 7th, 10th, 13th, 16th yrs.	15	525	465
	Grades 2 to 4	300	50—4th, 7th 10th, 13th yrs.	12	475	391
	Grades 7 and 8	300	50—4th, 7th, 10th, 13th, 16th, 19th yrs.	18	575	a531

a Average for grade 7.

237. Galesburg, Ill.	Grade teachers	$ 360	$ 45—2d, 3d, 11th yrs. 27½—4th yr.	10	$ 517½	$ 468
	High school teachers	540	45	5	765	726
241. Lorain, Ohio	Grade teachers	a350	25	10	600	466

a Applies to teachers who have had no experience. Two years' experience in country schools shall be considered equal to one in graded school. A diploma from a good literary school or normal school. the board of education to judge in all cases, may entitle the bearer to the same credit as two years' experience in graded schools.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
242. Shamokin, Pa.	Grades 1 to 7	$ 252	$ 36	6	$ 450	$ 381
	High school teachers	720	45	2	810	720
	High school teachers, m	810	95	2	1,000	886
244. Portsmouth, Ohio	Grades 1 and 5	425	25	1	450	449
	Grade 2	250	50	1	300	275
	Grade 3	325	25	1	350	336
	Grade 4	375	25	1	400	388
	Grade 6	475	25	1	500	500
	Grade 7	525	25	1	550	550
	Grade 8	575	25	1	600	600
	High school teachers	700	100	2	900	900
	Prin. high school	1,000	100	2	1,200	1,200
	Supervisor of music	600	100	1	700	700
	Supervisor of German	700	100	2	900	900
247. Mansfield, Ohio	Prim. grade teachers	270	45	4	450	402
	Gram. grade teachers	270	45	5	495	
	Prins. grades, f.	540	90	2	720	660
	Prins. grades, m.	540	90	3	810	810
	High school teachers, f.	540	90	3	765	620
	High school teachers, m	540	90	8	1,200	675
248. Richmond, Ind. (*b*)	Grade 1	518	47	3	640	651
	Grade 7	475	50	3	607	
	Grade 8	475	50	4	665	
	Grades 2 to 6	(*c*)	(*d*)	4	522½	522½
	Prins. elem. schools	713	47	1	760	787
	Prins. gram. schools	900	50	2	1,000	
	High school teachers, f.	500	50	8	900	825
	High school teachers, m	500	50	10	1,000	1,000
	Prins. high school	1,400	50	2	1,500	1,500
	Supervisor music	900	50	2	1,000	1,000
	Supervisor drawing	900	50	2	1,000	1,000
	Supervisor man. tr.	900	50	2	1,000	1,000

b Salary based on license grade, under state law. *c* Based on license grade. *d* Not reported.

249. New London, Conn.	Kind. assts	$ 300	$ 25	2	$ 350	$ 335
	Grades 1 and 2	300	25	6	450	380
	Grade 3	300	25	8	500	447
	Grade 4	300	25	10	550	508
	Grade 5	300	25	12	600	586
	Grade 6	(*a*)	(*a*)	(*a*)	(*a*)	575
	Grade 7	625	...	..	625	613
	Grade 8	625	25	1	650	656
	Teacher of music	650	25	4	750	700
	Teachers of drawing	800	25	4	900	900
255. Stockton, Calif.	Grade teachers	500	50—2d, 3d yrs. 20—4th, 5th yrs. 20—6th yr. 10—7th to 21st yrs.	20	850	751
256. San Diego, Calif.	Grade teachers	600	20—2d to 5th yrs. (*b*)	14	950	694
	High school teachers	850	25	4	950	923
257. Great Falls, Mont.	Grade teachers	712½	47½	1	760	749
	High school teachers, f.	812½	50	3	950	868
	Supervisor drawing	812½	50	3	950	950
	Supervisor music	812½	50	3	950	950
263. Marinette, Wis.	Kind. teachers	360	45	2	450	428
	Grades 1 to 5	360	45	2	450	413
	Grades 6 to 8	450	(*a*)	(*a*)	600	480
	Prins. grades	540	45	2	630	579
	Prin. high school	1,900	50	4	1,200	1,000
	Supt. of schools	1,800	100	2	2,000	1,750
264. El Paso, Tex.	Kind. assts	450	45	5	675	588
	Grade 1	850	...	..	850	712
	Grades 2, 4, 5, and 6	540	45	6	775	
	Grade 3	640	45	3	775	
	Grade 7	670	45	3	775	
266. Lansing, Mich.	Grade teachers	350	25	6	500	404
	Prins. grades	500	25	4	600	525
	High school teachers, f.	500	50	4	700	647
	High school teachers, m	600	50	8	1,000	725

a Not reported. *b* Rate of increase 6th to 15th years not reported.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
272. Stamford, Conn.	Kind. teachers	(*a*)	$ 20	(*b*)	$ 520	$ 493
	Grade 1	(*a*)	20	(*b*)	560	
	Grades 2 to 9	(*a*)	20	(*b*)	520	492
	Asst. prin., grade 9	(*a*)	20	(*b*)	560	
273. Lockport, N. Y.	Grade 1	300	50—2d, 3d yrs. 80—6th yr.	*d*5	480	
	Grades 2 to 7	300	50—2d, 3d, 6th yrs.	*d*5	450	425
	Grades 8 to 9	500	. . .	..	*e*500	567
276. Plainfield, N. J.	Grade teachers	475	25	7	650	817
	Prins., grades, f	650	50	3	800	789
	High school teachers, f	650	50	4	850	1,250
	High school teachers, m	1,000	50	8	1,400	
279. New Rochelle, N.Y.	Assts. kind	500	100—3d yr. 50—4th, 5th, 6th yrs.	5	750	695
	Head kind. teachers	550	100—3d yr. 50—4th, 5th, 6th yrs.	5	800	
	Grades 1 to 3	500	100—3d yr. 50—4th, 5th, 6th yrs.	5	750	
	Grades 4 to 6	550	100—3d yr. 50—4th, 5th, 6th yrs.	5	800	675
	Grades 7 and 8	700	100—3d yr. 50—4th, 5th yrs.	4	900	
	Prins. grades	1,200	300—6th yr.	5	1,500	1,140
	High school teachers	700	100—3d yr. 50—4th, 5th yrs.	4	900	839
283. Parkersburg, W.Va.	Grades 1 to 4	340	47½—3d, 5th yrs.	4	435	391
	Grades 5 and 6	380	47½—3d, 5th yrs.	4	475	415
	Gram. grades	435	47½—3d, 5th yrs.	4	530	506
	Prins., 2 rooms	475	47½—3d, 5th yrs.	4	530	
	Prins., 4 rooms	570	47½—3d, 5th yrs.	4	665	663
	Prins., 6 rooms	625	47½—3d, 5th yrs.	4	720	
	Prins., 10 rooms	665	95—3d, 5th yrs.	4	855	
	High school teachers	625	95—3d, 5th yrs.	4	815	737
	Prins., high schools	1,045	95—3d, 5th yrs.	4	1,235	998
287. Fond du Lac, Wis.	Assts. kind	180	45	1	225	220
	Grades 1 to 6	375	25	2	425	428
	Grades 7 and 8	500	. . .	..	500	
288. Ann Arbor, Mich.	Grade teachers	325	25	7	500	446
	Prins., grades	500	25	(*b*)	*c*500	575
293. Sedalia, Mo.	Grade teachers	270	22½—2d to 8th yrs. 45—6th yr.	7	450	361
296. Alton, Ill.	Grades 1 and 8	400	33⅓	6	600	
	Grades 2 and 7	350	33⅓	6	550	481
	Grades 3 and 4	300	33⅓	6	500	
	Grades 5 and 6	325	33⅓	6	525	
	High school teachers	600	50	6	900	850
	Asst. prins., high school	800	50	6	1,100	1,100
	Prins., high schools	1,000	100	5	1,500	1,500
	Supervisor of drawing	550	41⅔	6	800	800
	Supervisor of music	550	41⅔	6	800	800
	Supt. of schools	1,500	100	4	1,900	1,900
297. Middletown, N. Y.	Prim. and inter. teachers	400	25—bi-yearly	8	500	437
	Gram. teachers	450	25—bi-yearly	12	600	558
305. Cranston R. I.	Kind. teachers	351	39	3	468	400
	Prim. teachers	351	39	3	468	432
	Gram. teachers	390	39	3	507	474
	Prins., prim. and kind., f	390	39	3	507	507
	Prins., gram., f	429	39	3	546	
	Prins., gram., m	702	78	5	1,050	1,013
	High school teachers, f	500	100	5	1,000	867
	High school teachers, m	600	100	6	1,200	1,017
	Prins., high school	1,200	100	3	1,500	1,500

a Not fixed. *b* Not reported.

c Plus $12– for each session room used in the building.

d Credit given for experience in other graded schools under jurisdiction of a superintendent of schools, except that the maximum ($480) is not paid to first primary grade teachers until they have taught five years in Lockport.

e Board reserves the right to make the maximum salary of the first assistant $600 per annum.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
306. Streator, Ill.	Grade teachers	$ 355	$ 45	5	$ 540	$ 506
307. Marietta, Ohio	Grades 1 to 6	300	50	4	500	466
	Grade 7	300	50	6	600	
	Grades 7 (if prin.), f.	(a)	(a)	(a)	700	650
	Prins., elementary schools, m.	800	50	4	1,000	988
	High school teachers, f.	600	50	2	700	700
308. Muscatine, Iowa	Grade teachers	300	50	4	500	453
309. Cheyenne, Wyo.	Grade teachers	601½	46½(b)	(a)	693¾	648
316. Clinton, Mass.	Grades 1 to 6	400	25	2	450	450
	Grade 7	475	25	1	500	475
	Grade 8	500	25	2	550	500
	Grade 9	600	..	..	600	600
	High school teachers, f.	500	25	16	900	713
317. Newburyport, Mass.	Grades 1 to 4	300	25	4	400	368
	Gram. teachers	350	25	4	450	452
323. Woburn, Mass.	Prim. teachers, f.	300	40	5	500	469
	Gram. and mixed grades	340	35	6	550	525
	Prins., prim., f.	c300	40	5	c500	578
	Prins., gram. f.	d340	35	6	d550	
	High school teachers, f.	450	50—2d yr.; 100—3d, 4th yrs.	3	700	689
324. Melrose, Mass.	Kind. teachers	400	25	6	550	406
	Grade teachers, f.	400	25	6	550	523
	Prins., prim., 4 rooms, f.	400	25	8	600	900
	Prins., gram., 8 rooms, f.	800	50	4	1,000	
	Prins., gram., 8 rooms, m.	800	50	8	1,200	1,250
	Prins., gram., 16 rooms, m.	(a)	(a)	(a)	1,500	

a Not reported. *b* Increase applies only one year regularly.
c In addition to salary, $12½ per annum for each primary room under their charge (not including their own).
d In addition to salary, $25 per annum for each grammar room under their charge (not including their own), and $12½ for each primary room.

325. Hammond, Ind.	Prins., kind.	$ 427½	$ 23¾	9	$ 627	$ 523
	Grade teachers f.	427½	23¾	9	627	500
	Prins., grades	(a)	23¾	(a)	b627	623
	High School Teachers—					
	History	570	23¾	(a)	(a)	
	English	570	23¾	(a)	(a)	
	German	617½	23¾	4	712½	641
	Latin	665	23¾	2	712½	
	Mathematics	(a)	(a)	(a)	712½	
328. Freeport, Ill.	Grades, 1, 6 and 7	350	25	6	500	490
	Grade 2	350	25	2	400	383
	Grades 3 to 5	350	25	4	450	401
	Grade 8	350	25	8	550	c750
330. Hyde Park, Mass.	Grades 1 to 3, f.	400	25—2d, 3d yrs.; 50—9th yr.	8	500	429
	Grades 4 to 7, f.	425	25—2d, 3d, 9th yrs.	8	500	500
	High school teachers, f.	600	25	2	650	675
	Prins., high school	1,800	200	1	2,000	2,000
334. Ashland, Wis.	Kind., teachers	475	22½	9	665	530
	Grades 1 to 8	475	22½	7	617½	
	Prins., grades	665	47½	2	760	697
	High school teachers	617½	47½	3	760	674
338. Leominster, Mass.	Grades 1 to 6, 1 gr. in room	(a)	38	(a)	494	433
	Grades 1 to 6, 2 grs. in room	(a)	38	(a)	513	445
	Grades 7 and 8	(a)	38	(a)	532	451
	Grade 9	450	50	3	600	c680
	Prins., 4-room bldgs., grs. below 7, 1 gr. in room	(a)	38	(a)	532	589
	Prins., 4-room bldgs., grs. below 7, 2 grs. in room	(a)	38	(a)	551	
	Prins., 4-room bldgs., also teachers of grades 7 or 8	(a)	38	(a)	570	
	Prins., 8 rooms	(a)	(a)	(a)	608	
	Prin. and teacher, grade 9	(a)	(a)	(a)	676	

a Not reported.
b For each teacher in their charge, $38 per year extra. *c* Grade teacher and principal.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
338. Leominster, Mass.. (Concluded.)	High school teachers	$ 360	$ (*a*)	(*a*)	$ 700	$ 560
	High school teachers, m	700	50	5	950	1,025
	Sub-masters, high school	900	100	5	1,400	
	Prins., high school	1,500	100	5	2,000	1,600
	Teacher, phys. cult	(*a*)	50	(*a*)	400	400
	Teacher, singing	(*a*)	50	(*a*)	600	600
	Teacher, drawing	(*a*)	50	(*a*)	600	500
345. Ithaca, N. Y	Kind. teachers (*a*)	*a*$ 350	$ 50—2d yr.; 25—3d, 4th, 5th yrs.	4	*b*$475	$425
	Grades 1 to 6 (*a*)	350	50—2d yr.; 25—3d, 4th, 5th yrs.	4	*b*475	455
	Grades 7 and 8	450	25	3	*b*525	518
	High school instructors, f (*c*)	400	100	1	500	(*d*)
	High school instructors, m. (*c*)	500	100	1	600	
	High school teachers, f (*e*)	600	50	4	*b*800	825
	High school teachers, m, (*e*)	700	75	4	*b*1000	1,050
347. Marlboro, Mass	Grades 1 to 8	380	38	4	500	500
	Asst. prins., gram	550	50	1	600	(*d*)
	Prins., gram	800	100	1	900	900
	High school teachers	500	50	5	725	628
	Supervisor, drawing	500	50	2	600	600
	Supervisor, music	500	50	2	600	600
350. Menominee, Mich..	Schedule adopted for school year 1904–1905—					
	Kind. teachers	*a*380; *f*427½	23¾ or 47½*g*	(*h*)	522½	....
	Grades, 1, 6 and 7	*a*427½; *f*475	23¾ or 47½*g*	(*h*)	570	....
	Grades 2 and 3	*a*380; *f*427½	23¾ or 47½*g*	(*h*)	522½	....
	Grades 4 and 5	*a*403¾; *f*451¼	23¾ or 47½*g*	(*h*)	546¼	....
	Grade 8	(*i*)	23¾ or 47½*g*	(*h*)	617½	....
	Prins., ward bldgs	*f*475	23¾	2	*f*522½	....
	High school teachers	*a*570; *f*617½	23¾ or 47½*g*	(*h*)	712½	....
	Man. tr. teachers, f	380	23¾	4	475	....
	Man. tr. teachers, m	760	47½	3	902½	....
	Supvrs., music and drawing	570	23¾	8	760	....
	Superintendent	1,700	100	3	2,000	....

a Inexperienced.
b Any teacher remaining in the employ of the board 10 consecutive years, may, at the option of the board, have $25 added to the specified salaries.
c Inexperienced college graduates.
d None reported.
e Teachers of at least two years' successful experience.
f Experienced teacher.
g At the discretion of the board of education.
h Not reported.
i Not to exceed $522½.
j In addition to regular salary, one receives $5 per year, one receives $23¾ per year, one receives $28½ per year, two receive $47½ per year, and one receives $71¼ per year.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
350. Menominee, Mich.. (Concluded.)	Schedule in force prior to school year 1904–1905—					
	Kind. teachers	$ 380	$ 23¾	9	$ 475	$ 435
	Grades 1 and 4 to 7	427½	23¾	2	475	434
	Grades 2 and 3	380	23¾	9	475	408
	Grade 8	475	23¾	2	522½	465
	Prins., ward bldgs	475	23¾	2	522½	482
	High school teachers, f	570	23¾	3	641¼	594
	High school teachers, m	570	234	4	665	610
	Prins., high school	950	(*a*)	(*a*)	1,000	950
	Man. tr. teachers, f	380	23¾	9	475	*b*465
	Man. tr. teachers, m	760	47½	3	902½	760
	Supvrs., music and drawing	570	23¾	8	760	713
	Superintendent	1,700	100	3	2,000	1,800

a Not reported. *b* Teacher of sewing.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
352. Ansonia, Conn.	Grades 1 and 2	$400	$ 25	5	$525	$525
	Grades 3 and 4	425	25	5	550	550
	Grades 5 and 6	450	25	5	575	575
	Grade 7	550	25	1	575	575
	Grade 8	575	25	1	600	600
354. Dover, N. H.	Grade teachers (*c*)	250	40—2d, 4th yrs. 20—3 50—5 60—6	5	460	409
	Grade teachers (*d*)	350	50—2 60—3	2	460	
	Prins., gram. (*e*)	800	100	1	900	900
	Prins., gram. (*f*)	900	100	1	100	

c Not graduates of normal school. *d* Normal graduates. *e* Belknap school. *f* Sawyer school.

357. Cairo, Ill.	Grades, 1 and 8	$ 450	$ 22½	6	$ 585	$ 495
	Grades, 2, 3, 4, and mixed	270	22½	6	405	333
	Grade 5	315	22½	6	450	383
	Grades 6, 7	360	22½	6	495	489
	Prins., bldgs	540	37½	6	765	662
	High school 2nd to 5th assts	450	37½	6	675	621
	High school, 1st assts	540	37½	6	765	
	Prin., colored high school	675	37½	6	900	900
	Prin., white high school	900	50	6	1,200	1,200
	Supervisor, music	450	22½	6	585	585
	Superintendent	1,400	100	6	2,000	2,000
361. Leadvile, Colo.	Grade 1	600	30	6	760	688
	Grades 2 to 7	600	30	4	720	677
	Asst. prins., wards, f	800	20	2	840	840
	Prins., wards, f	800	20	2	840	827
	Prins., ward, m	1,000	100	3	1,300	1,130
	High school teachers	850	75	2	1,000	1,000
	Prim. supervisor	800	20	2	840	840
	Supervisor, music	960	40	3	1,080	1,000
362. Westfield, Mass.	Grades 1 to 6	390	30 and 20	(*a*)	480	461
	Grade 7	(*a*)	(*a*)	(*a*)	520	480
	Grade 8	(*a*)	(*a*)	(*a*)	560	560
364. Marion, Ohio	Grades 1, 5, 6, 7	315	(*a*)	3	450	413
	Grades 2 to 4	315	(*a*)	3	405	369
	Grade 8	315	(*a*)	3	495	495
371. Oklahoma, O. T.	Grade teachers	360	22½	6	495	455
	Prins., ward schools	675	45	2	765	690
	Superintendent	1,800	300	1	2,100	2,100
372. Hannibal, Mo.	Grade 1	315	45—3d to 6th yrs.	5	495	440
	Grades 2, 3	270	45—3d, 4th yrs.	3	360	327
	Grades 4 to 7	315	45—3d, 4th yrs.	3	405	364
	Grade 8	360	45—3d to 6th yrs.	5	540	449
375. Marshalltown, Ia.	Grade teachers	360	22½	14	675	462
377. Saratoga Sp., N. Y.	Grades 1 to 6	375	25—2d, 3d. 4th, 11th yrs.	10	475	448
	Grades 7 and 9	500	25—2d, 3d, 11th yrs.	10	575	546

a Not reported.

380. Attleboro, Mass.	Grades 1 to 4	$ 400	$20—2d yr. 40—3d yr.	2	$ 460	$ 448
	Grades 5 to 7	400	40	2	480	
	Grade 8	440	40	2	520	
	Prins., 4 rooms, f	(*a*)	(*a*)	(*a*)	520	748
	Prins., 8 rooms, f	700	50	3	850	
	Prins., 12 rooms, m	900	100	3	1,200	
	High school teachers, f	450	50	5	700	613
	High school teachers, m	600	100	4	1,000	600
	Prins., high school	1,450	100 or 50	(*a*)	1,750	1,750
383. Dunkirk, N. Y.	Grades 1 to 6	390	30	2	450	440
	Grades 7 and 8	500	...	..	500	500
386. Greenwich, Conn.	Grade teachers	550	50	2	650	610

a Not reported.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING
SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
389. Fort Smith, Ark....	Grade 1, f.....	$ 405	$ 22½	8	$ 585	$ 466
	Grades 2 to 5, f.....	360	22½	6	495	421
	Grades 6 and 7, f.....	360	22½	8	840	525
394. Tiffin, Ohio.....	Grades 1 to 7.....	360	50—2d yr. 25—3d, 4th, 5th yr	4	450	428
	Grade 8 (*b*).....	(*a*)	(*a*)	(*a*)	475	475
	High school teachers.....	500	50	3	625	625
	Superintendent.....	1,500	100	3	1,800	1,700
395. Phillipsburg, N. J..	Grades 1 to 6.....	350	25—2d, 3d yrs. 50—5th, 10th yrs.	9	500	447
	Grades 7 and 8 (*c*).....	(*a*)	(*a*)	(*a*)	600	600
	High school teachers, f.....	600	50—2d, 3d, 5th, 10th yrs.	9	800	725
	High school teachers, m.....	700	50—2d, 3d, 5th, 10th yrs.	9	900	825
	Prins., high school.....	900	50	2	1,000	1,000
400. Framingham, Mass.	Grade teachers.....	400	25	4	500	467
403. Revere, Mass.....	Grades 1 to 3.....	400	50	2	500	
	Grades 4 to 6.....	400	50	3	550	449
	Grades 7 and 8.....	500	50	2	600	
	High school teachers, f.....	400	50 to 100	(*a*)	700	550
	High school teachers, m.....	800	200	1	1,000	800
404. Rutland, Vt.....	Grades 1 to 7.....	350	25	3	*d*425	404
407. Walla Walla, Wash.	Grade teachers.....	600	50	3	750	626
	Prins., grades.....	900	50	2	1,000	938
	High school teachers.....	750	50	3	900	780
	Prin., high school, f.....	900	50	2	1,000	1,000
	Superintendent.....	1,200	50	6	1,500	1,500

a Not reported. *b* Experienced teachers, only. *c* Filled by promotion from lower grades.
d Teachers below the high school, who have served ten years consecutively, may be advanced in salary at the discretion of the board.

416. Geneva, N. Y.....	Kind. teachers.....	*a*$ 280	$ 40 to 50	(*b*)	$ 500	$ 471
	Prim. and inter. teachers....	*a*280	40 to 50	(*b*)	500	480
	Gram. teachers, grs. 8 and 9..	500	50	2	600	
	Prins., elementary.....	500	50	2	600	600
	High school teachers, f.....	500	50	2	600	600
	High school teachers, m.....	500	50 to 100	(*b*)	800	717
	Prins., girls' high school.....	700	100	3	1,000	1,000
	Prins., boys' high school.....	900	100	3	1,200	900
418. Mankato, Minn....	Grades 1 to 6.....	315	45	3	450	
	Grade 7.....	450	45	3	585	447
	Grade 8.....	495	45	3	530	
422. Ottawa, Ill.....	Grade 1 (*c*).....	575	...	..	575	575
	Grades 2 to 6.....	450	50	2	550	525
	Grade 7.....	450	50	3	575	575
	Grade 8.....	450	50	4	625	625
	Supvr. music.....	650	50	4	625	625
	Supvr. penmanship and dr...	650	50	2	750	750
	Superintendent.....	1,500	100	2	1,700	1,700
423. Portsmouth, N. H..	Kind. teachers and assts.....	300	50	5	550	407
	Grade teachers.....	300	50	5	550	470
	High school teachers.....	500	50	6	800	725
429. Athens, Ga.....	Grade teachers (white schs.)..	390	30—2d yr. 60—3d, 4th yrs.	3	540	483
435. Meadville, Pa.....	Grade 1.....	324	57	3	*d*495	495
	Grades 2 to 8.....	324	45⅔	3	*d*450	461
	High school teachers, mathematics.....	450	30	3	540	580
	High school teachers, other branches.....	450	50	3	600	
438. Beaver Falls, Pa...	Grades 1, 6 and 7.....	378	45—4th, 7th yrs.	6	468	449
	Grades 2 to 5.....	360	45—4th, 7th yrs.	6	450	377
	Grade 8.....	306	45—4th, 7th yrs.	6	*e*486	*f*486
	Grade 9.....	423	45—4th, 7th yrs.	6	*g*513	558

a With previous experience in teaching. Experience elsewhere credited. *b* Not reported.
c Only experienced teachers. *d* Some teachers drawing $540 by special act of the board.
e Two of the three get $45 per year each additional as principals (non-supervising).
f Not including two who receive additional pay as principals.
g Get $45 per year each additional as non-supervising principals.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
441. Fort Scott, Kans...	Grade teachers	$ 280	$ 20	6	$ 400	$ 400
448. Bloomfield, N. J...	Kind. teachers	475	25	3	550	500
	Grade teachers, f.	500	25	8	700	538
	Grade teachers, m.	600	50	2	700	600
	High school teachers, f.	750	25	14	1,100	813
	High school teachers, m.	750	50	7	1,100	850
451. Carlisle, Pa.	Prim. grades	300	25	4	400	
	Inter. grades, f.	350	25	4	450	396
	Inter. grades, m.	450	25	4	550	
	Gram. grades	450	25	8	650	530
	High school teachers, f.	600	50	2	700	650
455. Middletown, Conn..	Grade teachers	380	20	5	480	441
	High school teachers, f.	400	50	6	675	584
456. Escanaba, Mich....	Grades 1 to 6	450	50—5th yr.	4	500	458
	Grades 7 and 8	500	50—5th yr.	4	550	525
457. Hudson, N. Y.....	Prim. teachers	400	25	3	475	459
	Gram. teachers	400	25	4	500	
	High school teachers	500	25	6	650	540
463. Waterville, Me....	Grade teachers	*a*200	50	4	400	
	Grade teachers	*b*350	25	2	400	400
	Grade teachers	*c*375	25	1	400	
	Grade teachers	*d*375	25	4	*e*475	442
465. Olean, N. Y.....	Grade teachers	*d*375	25	4	*e*475	442
472. Traverse City, Mich.	Kind. teachers	360	45	2	450	413
	Prim. teachers, f.	360	45	1	405	386
	Gram. teachers, f.	360	45	2	450	
	Prin., gram. schools	495	45	2	585	506
	High school teachers	495	45	2	585	555
	Prins., high school	1,100	50	1	1,150	1,200
	Supervisor music	450	45	2	540	495
	Supervisor drawing	450	45	3	585	585
	Supt. of schools	1,500	50	2	1,800	1,800
473. Port Jervis, N. Y ..	Grade teachers	350	25	6	500	466
	Prins., gram. schools, m.	600	50	4	800	650
	High school teachers, f.	500	25	6	650	650

a Untrained and inexperienced teachers. *c* A1 teachers.
b Inexperienced normal teachers. *d* Inexperienced teachers. *e* Maximum $500 in 7th grade.

477. Corsicana, Tex	Grade teachers, white	$ 450	$ 18	5	$ 540	$522
	Grade teachers, colored	360	9	5	405	402
481. Iron Mountain .... Mich.	Grades 1 to 4	*a*427½	47½	3	*a*570	494
	Grades 5 to 8	*a*475	47½	3	*a*617½	523
	Prins., gram. schools, m.	617½	47½	4	807½	713
	High school teachers	617½	47½	4	807½	706
483. Oskaloosa, Iowa...	Prim. teachers	450	...	..	450	
	Grades other than primary..	360	22½—2d, 3d yrs. 27—4th yr.	3	432	418
486. Batavia, N. Y.....	Grade teachers	350	25 and 50	(*b*)	550	440
487. Keene, N. H.....	Grades 1 to 4	*c*264	16½—2d to 5th yrs. 33—11th yr.	10	363	
	Grades 1 to 4	*d*280½	16½—2d, 3d, 4th yrs. 33—11th yr.	10	363	313
	Grades 5 to 10	*e*288	18—2d to 5th yrs. 36—11th yr.	10	396	
	Grades 5 to 10	*f*306	18—2d, 3d, 4th yrs. 36—11th yr.	10	396	
488. Pasadena, Calif....	High school teachers	810	100	2	1,000	896
492. N. Tonawanda, N.Y.	Grade teachers	360	40—2d yr. 25—3d to 6th yrs.	5	500	462
	High school prep. teachers...	(*b*)	25	(*b*)	550	

a Principals get $47½ per year in addition to grade salary. *b* Not reported.
c Inexperienced teachers. For every two years' service in graded schools elsewhere $16½ per year is added to the salary which would otherwise be received.
d Normal school graduates. For every two years' service in graded schools elsewhere $16½ per year is added to the salary which would otherwise be received.
e Inexperienced teachers. For every two years' service in graded schools elsewhere $18 per year is added to the salary which would otherwise be received.
f Normal school graduates. For every two years' service in graded schools elsewhere $18 per year is added to the salary which would otherwise be received.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—*Continued*

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Schedule Salary	Actual Average Yearly Salary
492. N.Tonawanda,N.Y. (Concluded.)	Prins., gram. school, f	$ 550	(*b*)	(*b*)	$ 600	$ 600
	Prins., gram. school, m	600	$ 50	2	700	638
	High school teachers	550	50	3	700	680
	Prins., high school	1,200	100	3	1,500	1,200
493. Duquesne Pa.	Grades 1, 7, and 8	360	45	4	540	529
	Grades 2 to 6	360	45	3	495	480
496. Alliance Ohio	Grade teachers	300	25	8	500	452
498. Willimantic, Conn.	High school teachers	600	50	2	*g*700	638
	Prins., high school	1,700	100	3	2,000	1,900
500. Cumberland,R. I.	Grades 1 to 7	400	40	2	480	454
	High school teachers	500	50	2	600	467
507. Elyria, Ohio	Prim. teachers	300	25	4	400	423
	Gram. teachers	350	25	8	550	
	High school teachers, f	500	50	6	800	635
	High school teachers, m	500	50	(*b*)	(*b*)	675

b Not reported. *g* By special action of the board, more is sometimes given.

508. Selma, Ala. (*a*)	Grade 1	$ 480	(*b*)	6	$ 560	$ 560
	Grades 2 to 4	400	(*b*)	6	520	520
	Grades 5 and 6	480	(*b*)	6	600	600
	Grade 7	480	(*b*)	6	640	640
	Grade 8	600	(*b*)	6	800	800
509. Owosso, Mich.	Grade teachers	320	$ 40	3	440	391
	High school teachers, f	500	*c*50	(*d*)	600	550
	High school teachers, m	700	*c*50	(*d*)	800	683
510. Xenia, Ohio	Grades 2 and 3 (*e*)	350	50	1	400	400
523. Tremont, Ohio	Grades 1 to 6	270	45	3	405	
	Grade 7	495	...	..	495	395
	Grade 8	585	...	..	585	
534. Bowling Green, Ky.	Grade teachers	400	25—2d, 9th yrs.	8	450	443
535. Emporia, Kans.	Grades 1 to 5	405	45	1	450	450
	Grades 6 to 8	450	45	1	495	495
537. Rockland, Me.	Grades 1 to 5	325	25	2	375	363
	Grades 6 to 9	350	25	2	400	
	Sub-masters, high school	600	50	4	800	800
	Prins., high school	1,000	100	6	1,600	1,500
539. Chippewa Falls,Wis.	Prim. teachers	360	22½	1	382½	
	Inter. teachers	360	22½	*f*6	482½	443
	Gram. teachers, f	450	22½	*f*2	495	
	Gram. teachers, m	450	22½	*f*4	540	
	High school teachers	585	45	*f*2	675	666

a White school. *b* Increase bi-yearly, amount not reported. *c* Frequency of increase not reported.
d Not reported. *e* Inexperienced teachers are started in second and third grades.
f May be advanced more rapidly if work merits it.

543. Warren, Pa.	Grades 1 to 6	*a*, *b*$333	$ 9	*c*$8	*bd*405	
	Grade 7	*b*300	9	*c*10	*bd*450	$378
	Grade 8	*b*382½	9	*c*10	*bd*472½	
	High school preparatory	*b*405	9	*c*10	*bd*495	
545. Danville, Pa.	Grade 1	315	18	4	$387	
	Grades 2 to 4	315	18	3	360	
	Grades 5 and 6	315	18	5	405	377
	Grades 7 and 8	350	18	11	540	
	Teachers of music	315	45	3	450	360
547. Cripple Creek,Colo.	Grade 1	720	40	2	800	
	Grades 2 to 6 (*e*)	600	40	3	720	
	Grades 2 to 6 (*f*)	640	40	2	720	736
	Grade 7	720	..	..	720	
	Grade 8	810	..	10	810	

a No person who has had less than one year's experience engaged. Only persons having had three or more years of successful experience shall be engaged in the first and second primary grades.

b Principals of buildings shall receive an additional salary as follows: $45 per year for a four-room building; $90 per year for an eight-room building; $135 per year for a ten-to twelve-room building.

c Allowance made in whole or in part for experience in other schools.

d Teachers who have had five years' successful experience, at least two years of which must be while teaching in the Warren public schools, may by reason of special merit receive $25 per year in addition to the amount fixed by the board for the grade. Teachers who have had ten years' successful experience, at least three years of which must be while teaching in the Warren public schools, may by reason of special merit receive $50 per year in addition to the amount fixed by the board for the grade.

e Teachers who have had less than one year's experience in graded schools, not graduates of state normals.

f Teachers who have had at least one year's experience in graded schools, or who are graduates of state normals.

SALARIES OF TEACHERS IN TYPICAL TOWNS OF UNDER 8,000 POPULATION

As has already been explained inquiries were sent out calling for salary reports from three towns in each state, one of which requires the maximum expenditure for cost of living, one a medium expenditure, and one a minimum expenditure. In response to these requests the committee is able to present statistics of salaries from 74 towns representing 22 states. Of course many towns which have a population of from 6,000 to 8,000, for example, are well represented by the fuller salary reports of the cities and towns just above 8,000, which are shown in the first section of this report and in the general tables at the end of the report. The form of the presentation here is the same as Table I which presents the salaries for the cities and towns with a population of 8,000 or over.

The table giving salaries in the small towns follows. The states are arranged in alphabetical order, the towns by size from largest to smallest.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

City		Population Census of 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
Victor, Colo.	M	....	..	(a)	1	$1,350	$1,350	$1,350	1	$1 080	$1.080	$1,080	2	$1,080	$1,200	$1,140	..	....	....	....	..	..	..	..	..	..
	F	....	..	....	..	....	....	....	4	1.080	1 080	1,080	1	1,080	1 080	1 080	25	$600	$810	$706	..	..	..	..	..	..
	T	4,986	34	....	1	1 350	1,350	1,350	5	1.080	1,080	1,080	3	1,080	1,200	1,120	25	600	810	706	..	..	..	..	..	..
Central City, Colo.	M	....	..	$1,700	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	..	..	..
	F	....	..	....	1	760	760	760	1	713	713	713	..	....	....	....	9	650	665	658	..	..	..	..	..	..
	T	3,114	15	....	1	760	760	760	1	713	713	713	..	....	....	....	9	650	665	658	..	..	..	..	..	..
Ft. Collins, Colo.	M	....	.	1.800	1	1,300	1,300	1,300	1	810	810	810	2	765	765	765	..	....	....	....	..	..	..	..	..	..
	F	....	..	....	..	....	....	....	2	810	810	810	..	....	....	....	*b*21	540	630	576	..	..	3	$300	$675	$460
	T	3.053	32	....	1	1 300	1,300	1,300	3	810	810	810	2	765	765	765	*b*21	540	630	576	..	..	3	300	675	460
Goldfield, Colo.	M	....	..	(a)	..	....	....	....	..	....	....	....	1	1,080	1,080	1,080	..	....	....	....	..	..	..	..	..	..
	F	....	..	....	..	....	....	....	..	....	....	....	1	1,080	1,080	1,080	7	600	760	703	..	..	..	..	..	..
	T	2,191	9	....	..	....	....	....	..	....	....	....	2	1,080	1,080	1,080	7	600	760	703	..	..	..	..	..	..
Anaconda, Colo.	M	....	..	(a)	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	..	..	..
	F	....	..	....	..	....	....	....	..	....	....	....	1	1,080	1,080	1,080	4	640	720	700	..	..	..	..	..	..
	T	1,059	5	....	..	....	....	....	..	....	....	....	1	1,080	1,080	1,080	4	640	720	700	..	..	..	..	..	..
Altman, Colo.	M	....	..	(a)	..	....	....	....	..	....	....	....	1	1,080	1,080	1,080	..	....	....	....	..	..	..	..	..	..
	F	....	..	....	..	....	....	....	..	....	....	....	..	....	....	....	3	600	720	653	..	..	..	..	..	..
	T	659	4	....	..	....	....	....	..	....	....	....	1	1,080	1,080	1,080	3	600	720	653	..	..	..	..	..	..
Gillett, Colo.	M	....	..	(a)	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	..	..	..
	F	....	..	....	..	....	....	....	..	....	....	....	1	900	900	900	2	680	760	720	..	..	..	..	..	..
	T	524	3	....	..	....	....	....	..	....	....	....	1	900	900	900	2	680	760	720	..	..	..	..	..	..
Independence, Colo.	M	.....	..	(a)	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	..	..	..
	F	....	..	....	..	....	....	....	..	....	....	....	1	1,080	1,080	1,080	5	640	800	728	..	..	..	..	..	..
	T	....	6	....	..	....	....	....	..	....	....	....	1	$1,080	$1,080	$1,080	5	$640	$800	$728	..	..	..	..	..	..

a Under superintendent of District No. 1, Teller County.

b Not including two cadet teachers in second year in 3d and 4th grades at $333.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

City		Population Census of 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
Elkton, Colo.	M	....	..	(a)	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	....	..	....	..	....	....	....	..	....	....	....	1	$1,080	$1,080	$1,080	3	$680	$800	$720	..	..	..	....	....	....
	T	....	4	....	..	....	....	....	..	....	....	....	1	1,080	1,080	1,080	3	680	800	720	..	..	..	....	....	....
Cameron, Colo.	M	....	..	(a)	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	....	..	....	..	....	....	....	..	....	....	....	1	900	900	900	1	720	720	720	..	..	..	....	....	....
	T	....	2	....	..	....	....	....	..	....	....	....	1	900	900	900	1	720	720	720	..	..	..	....	....	....
Derby, Conn.	M	....	..	$2,000	..	....	....	....	1	$800	$800	$800	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	....	..	....	1	$ 850	$ 850	$ 850	2	750	750	750	1	725	725	725	17	525	600	551	..	..	..	....	....	....
	T	7,930	25	....	1	850	850	850	3	750	800	767	1	725	725	725	17	525	600	551	..	..	..	....	....	....
Thompson, Conn.	M	....	..	....	..	....	....	....	..	....	....	....	..	....	....	....	1	360	360	360	..	..	..	....	....	....
	F	....	..	....	..	....	....	....	..	....	....	....	..	....	....	....	(b)	324	360	(b)	..	..	..	....	....	....
	T	6,442	22	....	..	....	....	....	..	....	....	....	..	....	....	....	(b)	324	360	(b)		..	..	....	....	....
Southington, Conn.	M	....	..	....	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	....	..	1,150	1	1,600	1,600	1,600	(b)	500	750	(b)	(b)	370	618	(b)	(b)	352	618	(b)	..	..	..	....	....	....
	T	3,411	35	....	1	1,600	1,600	1,600	(b)	500	750	(b)	(b)	370	618	(b)	(b)	352	618	(b)	..	..	..	....	....	....
W. Hartford, Conn.	M	....	..	1,000	1	1,400	1,400	1,400	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	....	..	....	..	....	....	....	2	325	600	463	3	500	550	517	15	380	430	423	..	..	4	$380	$430	$405
	T	3,186	27	....	1	1,400	1,400	1,400	2	325	600	463	3	500	550	517	15	380	430	423	..	..	4	380	430	405
Shelton, Conn.	M	....	..	1,500	..	....	....	....	1	800	800	800	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	....	..	....	..	....	....	....	2	600	600	600	..	....	....	....	26	400	460	410	..	..	..	....	....	....
	T	2,837	32	....	..	....	....	....	3	600	800	667	..	....	....	....	26	400	460	410	..	..	..	....	....	....
Cartersville, Ga.	M	....	..	1,000	..	....	....	....	..	....	....	....	1	315	315	315	..	....	....	....	..	..	..	....	....	....
	F	....	..	....	1	450	450	450	1	405	405	405	1	405	405	405	(b)	180	315	(b)	..	..	..	....	....	....
	T	3,135	13	....	1	$450	$450	$450	1	$405	$405	$405	2	$315	$405	$360	(b)	$180	$315	(b)	..	..	..	....	....	....

a Under superintendent of District No. 1, Teller County. b Not reported.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

City		Population Census of 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
Dawson, Ga.	M	....	..	$1,200	1	$1,000	$1,000	$1,000	1	$1,000	$1,000	$1,000	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	....	..	....	..	....	....	....	1	540	540	540	1	$477	$477	$477	6	$428	$477	$436	..	..	..	....	....	....
	T	2,926	11	....	1	1,000	1,000	1,000	2	540	1,000	770	1	477	477	477	6	428	477	436	..	..	..	....	....	....
Monmouth, Ill.	M	....	..	2,000	1	1,000	1,000	1,000	(a)	525	630	(a)	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	....	..	....	..	....	....	....	(a)	503	b675	(a)	4	450	720	608	(a)	360	473	(a)	..	..	..	....	....	....
	T	7,460	45	..	1	1,000	1,000	1,000	(a)	503	b675	(a)	4	450	720	608	(a)	360	473	(a)	..	..	..	....	....	....
Peru, Ill.	M	....	..	1,500	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	....	..	....	..	....	....	....	..	....	....	....	..	....	....	....	(a)	350	550	(a)	..	..	..	....	....	....
	T	6,863	25	....	..	....	....	..	..	....	....	....	..	....	....	....	(a)	350	550	(a)	..	..	..	....	....	....
Clinton, Ill.	M	....	..	1,350	..	....	....	....	..	....	....	....	..	....	....	....	1	630	630	630	..	..	..	....	....	....
	F	....	..	....	1	720	720	720	3	540	585	555	..	....	....	..	21	360	495	383	..	..	..	....	....	....
	T	4,452	29	....	1	720	720	720	3	540	585	555	..	....	....	....	22	360	630	393	..	..	..	....	....	....
Woodstock, Ill.	M	....	..	1,400	1	722	722	722	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	....	..	....	..	....	....	....	2	500	640	570	..	....	....	....	11	350	550	436	..	..	..	....	....	....
	T	2,502	15	....	1	722	722	722	2	500	640	570	..	....	....	....	11	350	550	436	..	..	..	....	....	....
Alexandria, Ind.	M	..	..	1,500	1	855	855	855	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	..	..	....	..	....	....	....	4	585	585	585	3	585	585	585	22	360	585	478	..	..	..	....	....	....
	T	7,221	33	....	1	855	855	855	4	585	585	585	3	585	585	585	22	360	585	478	..	..	..	....	....	....
Valparaiso, Ind.	M	....	..	1,500	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	....	..	....	1	720	720	720	5	630	720	666	2	720	720	720	29	480	495	487	..	..	1	$405	$405	$405
	T	6,280	40	....	1	720	720	720	5	630	720	666	2	720	720	720	29	480	495	487	..	..	1	405	405	405
Greencastle, Ind.	M	....	..	1,500	..	....	....	....	(a)	(a)	(a)	(a)	..	....	....	....	..	....	....	....	..	..	..	....	....	....
	F	....	..	....	1	855	855	855	(a)	(a)	(a)	(a)	(a)	540	540	540	(a)	370	495	(a)	..	..	..	....	....	....
	T	3,661	23	....	1	$855	$855	$855	(a)	$450	$585	(a)	(a)	$540	$540	$540	(a)	$370	$495	(a)	..	..	..	....	....	....

a Not reported. b Salary of assistant principal.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

City		Population Census of 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
S. McAlester, I. T.	M	....	..	$1,200	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	1	$480	$480	$480	1	$480	$480	$480	..	....	....	....	(a)	$320	$480	(a)	..	....	..	....	....	....
	T	3,479	18	....	1	480	480	480	1	480	480	480	.	....	....	....	(a)	320	480	(a)	..	....	..	....	..	....
Chickasha, I. T.	M	....	..	800	1	450	450	450	2	300	300	300	..	....	....	....	1	240	240	240	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	1	300	300	300	2	$300	$300	$300	24	240	300	250	..	....	..	....	....	....
	T	3,209	32	....	1	450	450	450	3	300	300	300	2	300	300	300	25	240	300	250	..	....	..	....	....	....
Vinita, I. T.	M	....	..	810	..	....	....	....	..	....	....	....	1	450	450	450	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	..	....	....	....	..	....	....	....	6	405	450	420	..	....	..	....	....	....
	T	2,339	8	....	..	....	....	....	..	....	....	....	1	450	450	450	6	405	450	420	..	....	.	....	....	....
Iowa City, Ia.	M	....	..	1,500	1	1,000	1,000	1,000	4	628	628	628	1	760	760	760	1	523	523	523	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	4	628	628	628	4	523	618	570	30	380	523	423	..	....	..	....	....	....
	T	7,987	49	....	1	1,000	1,000	1,000	8	628	628	628	5	523	760	608	31	380	523	443	..	....	..	....	. .	....
Webster City, Ia.	M	....	..	1,800	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	1	900	900	900	(a)	540	900	(a)	3	450	475	458	(a)	360	495	(a)	..	....	2	$225	$360	$293
	T	4,613	30	....	1	900	900	900	(a)	540	900	(a)	3	450	475	458	(a)	360	495	(a)	..	....	2	225	360	293
Logan, Ia.	M	....	..	1,125	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	1	585	585	585	..	....	....	....	..	....	....	....	8	405	450	410	..	....	..	....	....	....
	T	1,377	11	....	1	585	585	585	..	....	....	....	..	....	....	....	8	405	450	410	..	....	..	....	....	....
Ottawa, Kans.	M	....	..	1,250	1	680	680	680	..	....	....	....	(a)	490	510	(a)	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	(a)	382	467	(a)	(a)	490	510	(a)	(a)	340	424	(a)	..	....	..	....	....	....
	T	6,934	37	....	1	680	680	680	(a)	382	467	(a)	(a)	490	510	(a)	(a)	340	424	(a)	..	....	..	....	....	....
Newton, Kans.	M	....	..	b1,500	(b)	....	....	....	..	....	....	....	2	540	585	563	(a)	360	495	(a)	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	c3	450	675	596	..	....	....	....	(a)	360	495	(a)	..	....	..	....	....	....
	T	6,208	30	....	..	....	....	....	c3	$450	$675	$596	2	$540	$585	$563	(a)	$360	$495	(a)	..	.. .	..	....	....	..

a Not reported.

b Superintendent also principal of high school.

c Including one assistant principal at $675.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

City		Population Census of 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
Garden City, Kans.	M	....	..	$800	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	..	..	..
	F	....	..	...	1	$440	$440	$440	1	$360	$360	$360	..	...	...	...	8	$300	$320	$305	..	....	..	..	..	..
	T	1,590	11	...	1	440	440	440	1	360	360	360	..	...	...	...	8	300	320	305	..	....	..	..	..	..
Mansfield, La.	M	....	..	...	..	....	....	....	..	....	....	....	1	$675	$675	$675	..	....	....	....	..	....	..	..	..	..
	F	.....	..	...	..	....	....	....	..	....	....	....	..	...	...	...	4	315	450	360	..	....	..	..	..	..
	T	847	5	...	..	....	....	....	..	....	....	....	1	675	675	675	4	315	450	360	..	....	..	..	..	..
Logansport, La.	M	....	..	...	..	....	....	....	..	....	....	....	1	675	675	675	..	....	....	....	..	....	..	..	..	..
	F	....	..	...	..	....	....	....	..	....	....	....	..	...	...	...	4	315	450	360	..	....	..	..	..	..
	T	688	5	...	..	....	....	....	..	....	....	....	1	675	675	675	4	315	450	360	..	....	..	..	..	..
Grand Cane, La.	M	....	..	...	..	....	....	....	..	....	....	....	1	675	675	675	..	....	....	....	..	....	..	..	..	..
	F	....	..	...	..	....	....	....	..	....	....	....	..	...	...	...	4	315	450	360	..	....	..	..	..	..
	T	385	5	...	..	....	....	....	..	....	....	....	1	675	675	675	4	315	450	360	..	....	..	..	..	..
Pelican, La.	M	....	..	...	..	....	....	....	..	....	....	....	1	675	675	675	..	....	....	....	..	....	..	..	..	..
	F	....	..	...	..	....	....	....	..	....	....	....	..	...	...	...	4	315	450	360	..	....	..	..	..	..
	T		5	...	..	....	....	....	..	....	....	....	1	675	675	675	4	315	450	360	..	....	..	..	..	..
Longstreet, La.	M	....	..	...	..	....	....	....	..	....	....	....	1	540	540	540	..	....	....	....	..	....	..	..	..	..
	F	....	..	...	..	....	....	....	..	....	....	....	..	...	...	...	2	315	360	338	..	....	..	..	..	..
	T	....	3	...	..	....	....	....	..	....	....	....	1	540	540	540	2	315	360	338	..	....	..	..	..	..
Benson, La.	M	....	..	...	..	....	....	....	..	....	....	....	1	540	540	540	..	....	....	....	..	....	..	..	..	..
	F	....	..	...	..	....	....	....	..	....	....	....	..	...	...	...	1	360	360	360	..	....	..	..	..	..
	T	....	2	...	..	....	....	....	..	....	....	....	1	540	540	540	1	360	360	360	..	....	..	..	..	..
Brunswick, Me.	M	....	..	600	1	1,400	1,400	1,400	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	..	..	..
	F	....	..	...	..	....	....	....	4	500	500	500	6	360	720	435	(a)	288	720	(a)	..	....	..	..	..	..
	T	5,210	38	...	1	$1,400	$1,400	$1,400	4	$500	$500	$500	6	$360	$720	$435	(a)	$288	$720	(a)	..	....	..	..	..	..

a Not reported.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

City		Population Census of 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
Houlton, Me.	M	....	..	$300	1	$1,200	$1,200	$1,200	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	..
	F	....	..	....	..	....	....	....	2	$350	$550	$450	..	....	....	....	21	$264	$330	$294	..	....	..	....	....	..
	T	4,686	26	....	1	1 200	1,200	1,200	2	350	550	450	..	....	....	....	21	264	330	294	..	....	..	....	....	..
Skowhegan, Me.	M	....	..	1,200	1	1,300	1,300	1,300	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	..
	F	....	..	....	..	....	....	....	3	324	500	441	4	$ 340	$ 468	$ 389	10	306	432	332	..	....	..	....	....	..
	T	4 266	22	....	1	1,300	1,300	1 300	3	324	500	441	4	340	468	389	10	306	432	332	..	....	..	....	....	..
Milton, Mass.	M	....	..	2,400	1	2,200	2,200	2.200	(a)	1,200	1 ,500	(a)	1	1,500	1,500	1.500	..	....	....	....	..	....	(a)	$300	$600	(a)
	F	....	..	....	..	....	....	....	(a)	650	1 ,000	(a)	(a)	700	1.100	(a)	(a)	400	700	(a)	..	....	(a)	300	600	(a)
	T	6,578	64	....	1	2,200	2,200	2,200	(a)	650	1,500	(a)	(a)	700	1,500	(a)	(a)	400	700	(a)	..	....	..	....	....	..
Stoneham, Mass.	M	....	..	1,000	1	1,700	1,700	1,700	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	..
	F	....	..	....	..	....	....	....	4	600	700	625	4	450	450	450	20	425	500	450	..	....	..	....	....	..
	T	6,197	32	....	1	1,700	1,700	1,700	4	600	700	625	4	450	450	450	20	425	500	450	..	....	..	....	....	..
Orange, Mass.	M	....	.	1,600	1	1,400	1 400	1,400	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	..
	F	....	..	....	..	....	....	....	(a)	400	700	(a)	(a)	396	600	(a)	(a)	288	600	(a)	..	....	..	....	....	..
	T	5,520	32	....	1	1,400	1,400	1,400	(a)	400	700	(a)	(a)	396	600	(a)	(a)	288	600	(a)	..	....	..	....	....	..
Crookston, Minn.	M	....	..	(a)	1	1,000	1,000	1,000	1	630	630	630	..	....	....	....	..	....	....	....	..	....	..	....	....	..
	F	....	..	....	..	....	....	....	3	600	600	600	1	495	495	495	27	405	495	(a)	..	....	..	....	....	..
	T	5,359	33	....	1	1,000	1,000	1,000	4	600	630	608	1	495	495	495	27	405	495	(a)	..	....	..	....	....	..
Albert Lea, Minn.	M	....	..	1,800	..	....	....	....	1	675	675	675	..	....	....	....	..	....	....	....	..	....	..	....	....	..
	F	....	..	....	1	765	765	765	3	585	675	615	..	....	....	....	24	495	585	512	..	....	..	....	....	..
	T	4,500	30	....	1	765	765	765	4	585	675	630	..	....	....	....	24	495	585	512	..	....	..	....	....	..
St. Charles, Mo.	M	....	..	1,250	1	700	700	700	..	....	....	....	..	....	....	....	2	500	600	550	..	....	..	....	....	..
	F	....	..	....	..	....	....	....	7	600	600	600	..	....	....	....	13	500	500	500	..	....	..	....	....	..
	T	7,982	19	....	1	$700	$700	$700	1	$600	$600	$600	..	....	....	....	15	$500	$600	$507	..	....	..	....	....	..

a Not reported.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

City		Population Census of 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
Independence, Mo.	M	....	..	$ 1,600	1	$1,200	$1,200	$1,200	..	...	...	...	2	$ 495	$ 675	$ 585	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	7	$495	$540	$507	..	...	....	....	26	$405	$450	$429	..	....	1	$450	$450	$450		
	T	6,974	41	....	1	1,200	1,200	1,200	7	495	540	507	2	495	675	585	26	405	450	429	..	....	1	450	450	450		
Kearney, Neb.	M	....	..	1,500	1	990	990	990	..	...	...	...	..	...	....	....	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	(a)	495	540	(a)	4	450	630	495	(a)	360	630	(a)	..	....	..	...	...	...		
	T	5,634	30	....	1	990	990	990	(a)	495	540	(a)	4	450	630	495	(a)	360	630	(a)	..	....	..	...	...	...		
York, Neb.	M	....	..	1,300	1	675	675	675	1	450	450	450	1	450	450	450	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	2	540	540	540	1	450	450	450	16	315	450	391	..	....	1	360	360	360		
	T	5,132	24	....	1	675	675	675	3	450	540	510	2	450	450	450	16	315	450	391	..	....	1	360	360	360		
Norfolk, Neb.	M	....	..	1,500	1	(a)	(a)	(a)	(a)	540	630	(a)	..	...	....	....	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	(a)	495	630	(a)	..	...	....	....	(a)	315	495	(a)	..	....	..	...	...	...		
	T	3,883	26	....	1	(a)	(a)	(a)	(a)	495	630	(a)	..	....	....	....	(a)	315	495	(a)	..	....	..	...	...	...		
Blair, Neb.	M	....	..	1,350	1	765	765	765	1	585	585	585	..	....	....	....	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	2	450	450	450	4	383	405	394	12	360	405	377	..	....	..	...	...	...		
	T	2,970	22	....	1	765	765	765	3	450	585	495	4	383	405	394	12	360	405	377	..	....	..	...	...	...		
Rahway, N. J.	M	....	..	2,000	1	1,000	1,000	1,000	..	...	...	...	3	1,050	1,200	1 133	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	3	600	625	608	..	....	....	....	23	400	600	472	..	....	4	400	450	425		
	T	7,935	40	....	1	1,000	1,000	1,000	3	600	625	608	3	1,050	1,200	1,133	23	400	600	472	..	....	..	...	...	...		
Weehawken, N. J.	M	....	..	(a)	..	....	....	....	..	...	...	...	2	1,300	1,300	1,300	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	..	...	...	...	1	1,200	1,200	1,200	13	500	720	690	..	....	3	400	720	507		
	T	5,325	34	....	..	....	....	....	..	...	...	...	3	1,200	1,300	1,267	13	500	720	690	..	....	3	400	720	507		
Haddonfield, N.J.	M	....	..	b1,200	..	....	....	....	..	...	...	...	..	....	....	....	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	5	550	600	570	..	....	....	....	9	425	500	456	..	....	..	...	...	...		
	T	2,776	15	....	..	....	....	....	5	$550	$600	$570	..	....	....	....	9	$425	$500	$456	..	....	..	...	...	.		

a Not reported.

b Supervising principal.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

City		Population Census of 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools									Elementary Schools								Kindergartens					
					Principals				Teachers					Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.			Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
White Plains, N.Y.	M	....	..	(a)	(a)	(a)	(a)	(a)	(a)	$900	$1,200	(a)		(a)	(a)	(a)	(a)	..	...	...	...	..	....	..	...	...	..
	F	....	..	....	(a)	(a)	(a)	(a)	(a)	700	900	(a)		(a)	(a)	(a)	(a)	(a)	$500	$700	...	..	....	(a)	$500	$500	(a)
	T	7,899	43	....	(a)	(a)	(a)	(a)	(a)	700	1,200	(a)		(a)	(a)	(a)	(a)	(a)	500	700	...	..	....	(a)	700	700	(a)
Grand Forks, N.D.	M	....	..	2,200	1	1,000	1,000	1,000	2	713	808	760		1	855	855	855	..	...	...	...	..	....	..	...	...	..
	F	....	..	....	..	....	....	....	2	713	713	713		2	618	713	665	(a)	428	665	(a)	..	....	..	...	...	..
	T	7,652	45	....	1	1,000	1,000	1,000	4	713	808	736		3	618	855	728	(a)	428	665	(a)	..	....	..	...	...	..
Jamestown, N.D.	M	....	..	1,600	..	....	....	....	..	...	....	...		..	...	...	...	..	...	...	...	..	....	..	...	...	..
	F	....	..	....	1	810	810	810	2	585	675	630		..	...	...	...	13	450	675	(a)	..	....	..	...	...	..
	T	2,853	17	....	1	810	810	810	2	585	675	630		..	...	...	...	13	450	675	(a)	..	....	..	...	...	..
Albany, Ore.	M	....	..	1,200	1	648	648	648	..	...	....	...		1	648	648	648	..	...	...	...	..	....	..	...	...	..
	F	....	..	....	..	....	....	....	2	463	463	463		..	...	...	...	15	416	416	416	..	....	..	...	...	..
	T	3,149	20	....	1	648	648	648	2	463	463	463		1	648	648	648	15	416	416	416	..	....	..	...	...	..
LaGrange, Ore.	M	....	..	1,200	..	....	....	....	1	540	540	540		..	...	...	...	1	450	450	450	..	....	..	...	...	..
	F	....	..	....	..	....	....	....	1	585	585	585		..	...	...	...	15	360	450	408	..	....	..	...	...	..
	T	2,991	20	....	..	....	....	....	2	540	585	563		..	...	...	...	16	360	450	411	..	....	..	...	...	..
Ashland, Ore.	M	....	..	1,200	..	....	....	....	..	...	....	...		1	675	675	675	..	...	...	...	..	....	..	...	...	..
	F	....	..	....	1	585	585	585	1	540	540	540		1	540	540	540	14	450	450	450	..	....	..	...	...	..
	T	2,634	19	....	1	585	585	585	1	540	540	540		2	540	675	608	14	450	450	450	..	....	..	...	...	..
Bethlehem, Pa.	M	....	..	1,700	1	1,000	1,000	1,000	3	650	900	783		3	650	800	750	3	650	800	750	..	....	..	...	...	..
	F	....	..	....	..	....	....	....	2	650	650	650		..	...	...	...	(a)	350	550	(a)	..	....	..	...	...	..
	T	7,293	30	....	1	1,000	1,000	1,000	5	650	900	730		3	650	800	750	(a)	350	800	(a)	..	....	..	...	...	..
Milton, Pa.	M	....	..	1,200	1	900	900	900	1	675	675	675		..	...	...	...	2	360	360	360	..	....	..	...	...	..
	F	....	..	....	..	....	....	....	1	495	495	495		1	540	540	540	20	360	360	360	..	....	..	...	...	..
	T	$6,175	27	....	1	$900	$900	$900	2	$495	$675	$585		1	$540	$540	$540	22	$360	$360	$360	..	....	..	...	...	..

a Not reported.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

City	Population Census of 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
				Principals				Teachers				Principals				Teachers				Directors				Teachers			
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary		
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Yearly Salary				Min.	Max.	Av.
Jeannette, Pa.....M	....	..	$1,500	1	$ 810	$ 810	$ 810	..	....	....	....	..	...	...	...	..	...	...	...	..	....	..	...	...	...	..	...	...	...
F	....	..	....	..	....	....	....	1	$630	$630	$630	..	...	...	...	21	$315	$495	$461	..	....	..	...	...	...	..	...	...	...
T	5,865	25	....	1	810	810	810	1	630	630	630	..	...	...	...	21	315	495	461	..	....	..	...	...	...	..	...	...	...
Sewickley, Pa.....M	....	..	1,800	1	1,440	1,440	1,440	..	....	....	....	..	...	...	...	..	...	...	...	..	....	2	$285	$570	$428	..	....	....	....
F	....	..	....	..	....	....	....	2	570	760	665	..	...	...	...	14	570	760	624	..	....	2	285	570	428	..	....	....	....
T	3,568	21	....	1	1,440	1,440	1,440	2	570	760	665	..	...	...	...	14	570	760	624	..	....	2	285	570	428	..	....	....	....
Waterford, Pa.....M	....	..	(a)	1	1,000	1,000	1,000	1	405	405	405	..	...	...	...	..	...	...	...	..	....	..	...	...	...	..	...	...	...
F	....	..	....	..	....	....	....	1	405	405	405	..	...	...	...	4	280	304	286	..	....	..	...	...	...	..	...	...	...
T	767	7	....	1	1,000	1,000	1,000	2	405	405	405	..	...	...	...	4	280	304	286	..	....	..	...	...	...	..	...	...	...
Yankton, S. D.....M	....	..	1,500	1	900	900	900	..	....	....	....	..	...	...	...	..	...	...	...	..	....	..	...	...	...	..	...	...	...
F	....	..	....	..	....	....	....	(a)	585	630	(a)	(a)	405	518	(a)	(a)	405	495	(a)	..	....	..	...	...	...	..	...	...	...
T	4,125	26	....	1	900	900	900	(a)	585	630	(a)	(a)	405	518	(a)	(a)	405	495	(a)	..	....	..	...	...	...	..	...	...	...
Aberdeen, S. D.....M	....	..	1,500	1	900	900	900	2	540	540	540	..	...	...	...	3	450	540	495	..	....	..	...	...	...	..	...	...	...
F	....	..	....	..	....	....	....	2	540	675	608	1	540	540	540	20	450	495	473	..	....	..	...	...	...	..	...	...	...
T	4,087	30	....	1	900	900	900	4	540	675	574	1	540	540	540	23	450	540	475	..	....	..	...	...	...	..	...	...	...
Deadwood, S. D.....M	....	..	b1,850	b1	....	....	....	1	900	900	900	..	...	...	...	..	...	...	...	..	....	..	...	...	...	..	...	...	...
F	....	..	....	..	....	....	....	(a)	675	855	(a)	(a)	675	675	675	(a)	585	630	(a)	..	....	..	...	...	...	..	...	...	...
T	3,498	29	....	..	....	....	....	(a)	675	855	(a)	(a)	675	675	675	(a)	585	630	(a)		....	..	...	...	...	..	...	...	...
Cleburne, Tex.....M	....	..	1,417	..	....	....	....	..	...	...	...	..	...	...	...	4	(a)	(a)	865	..	....	..	...	...	...	..	...	...	...
F	....	..	....	..	....	....	....	..	...	...	...	..	...	...	...	32	(a)	(a)	407	..	....	..	...	...	...	..	...	...	...
T	7,493	37	....	..	....	....	....	..	...	...	...	..	...	...	...	c36	(a)	(a)	458	..	....	..	...	...	...	..	...	...	...
Waxahachie, Tex...M	....	..	1,300	..	....	....	....	..	...	...	...	..	...	...	...	8	(a)	(a)	540	..	....	..	...	...	...	..	...	...	...
F	....	..	....	..	....	....	....	..	...	...	...	..	...	...	...	9	(a)	(a)	452	..	....	..	...	...	...	..	...	...	...
T	4,215	18	....	..	....	....	....	..	...	...	...	..	...	...	...	c17	(a)	(a)	$493	..	....	..	...	...	...	..	...	...	...

a Not reported. b Superintendent also principal of high school. c Including all teachers; no principals specified.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

City		Population Census of 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
Henderson, Tex.	M	....	..	$1,380	..	....	....	....	..	....	....	....	..	....	....	....	5	(a)	(a)	$370	..	....	..	..	..	..
	F	....	..	....	..	....	....	....	..	....	....	....	..	....	....	....	7	(a)	(a)	228	..	....	..	..	..	..
	T	1,653	13	....	..	....	....	....	..	....	....	....	..	....	....	....	b12	(a)	(a)	287	..	....	..	..	..	..
Provo City, Utah	M	....	..	1,100	..	....	....	....	..	....	....	....	..	....	....	....	(a)	360	640	(a)	..	....	..	..	..	..
	F	....	..	....	..	....	....	....	..	....	....	....	..	....	....	....	(a)	320	640	(a)	..	....	..	..	..	..
	T	6,185	35	....	..	....	....	....	..	....	....	....	..	....	....	....	(a)	$320	$640	(a)	..	....	..	..	..	..

a Not reported.

b Including all teachers; no principals specified.

SALARIES OF TEACHERS IN UNGRADED RURAL SCHOOLS

In order to secure information in regard to the salaries paid teachers in typical ungraded rural schools, schedules of inquiry were sent to the state superintendents of schools, and each superintendent was asked to secure for the committee data from twenty-four ungraded rural schools in his jurisdiction, eight to represent the lowest, eight the medium, and eight the highest yearly salaries paid to teachers of rural schools

In connection with these reports, attention should be called to the fact that all salaries (with a very few exceptions) are given by the year, the number of weeks of school being stated, however, in each case.

This form of statement is believed to be entirely fair. It makes a comparison, to be sure, of the yearly salaries of teachers regardless of the weeks of work the teacher may do, although it is not to be supposed that the teacher can expect the same yearly compensation regardless of whether the school year is 20 weeks or 40 weeks. But the teacher, it must not be forgotten, teaches to secure a living for twelve months. If the sum paid for the work of teaching is not sufficient for a year's support, and especially if the vacation is long, the teacher must seek other means of gaining a livelihood. Such employment is sure to be at the expense of the school work. It inevitably divides the interest of the teacher in the work of the school, or the teacher is called away from the work entirely, and a new teacher with each new year or oftener is the result.

The school authorities can unquestionably hire teachers for country schools for $25 to $30 a month, or even less, and pay by the month for only the lowest number of months desired, but such a policy is a sacrifice, not of the interests of the teachers primarily, but of that of the pupils. Experience in a teacher adds as greatly to the value of the services rendered as in any skilled occupation, for in spite of some salary statistics here shown which might be looked upon as evidence to the contrary, teaching must be regarded as a skilled occupation. If the teacher with his experience is to be retained in the profession he must receive a sufficient remuneration for the necessary expenses of living, not for six or seven months, but for the entire year.

In response to these inquiries of the committee data from original sources relating to salaries in ungraded rural schools were received from 23 states, as follows:

New England.—Maine, Massachusetts, Connecticut.

Southern North Atlantic.—New York, New Jersey, Pennsylvania.

South Atlantic.—Georgia.

South Central.—Texas.

North Central.—Indiana, Illinois, Michigan, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas.

Western.—Colorado, Utah, Washington, Oregon, California.

In addition to this, other material bearing more or less directly upon the subject of salaries in ungraded rural schools was received from the states already named and from a number of others. Most of this material was in the form of reports of state superintendents. Such data have made it possible to present also some form of statement for the following-named states:

Vermont, Maryland, Virginia, South Carolina, Ohio, Wisconsin, Indian Territory.

All of these data, relating to salaries in ungraded rural schools, including those taken from reports as well as those from original inquiry, are presented in the geographical order of states in the following pages.

MAINE

Reports in regard to salaries of teachers in ungraded rural schools in Maine were received from 16 towns. A majority of the reports represent more than one teacher, as is indicated by the table. This, of course, adds value to the figures, although the inquiry only called for salaries in individual schools.

The lowest yearly salary reported for any school was $118, paid a woman teacher for a school year of 18 weeks in the town of Orneville. In the town of Peru, however, a lower weekly rate was paid, the salary of $138 for a year of 28 weeks being at the rate of $4.93 a week.

The highest yearly salary reported for a woman teacher in any school was $268 for a year of 30 weeks in Southport.

Apparently very few men teachers are employed. In Pittston a salary of $144 was reported for men teachers for a year of 24 weeks and in Southport $310 for 30 weeks. In Camden $638 was reported for 34 weeks, but it may be that a graded town school was inadvertently reported in this case instead of an ungraded rural school.

The salaries which are regarded as "medium" in various parts of the state range from $175 to $210 a year for about 30 weeks of school, or from $24 to $28 a month.

The data in regard to salaries in ungraded rural schools in Maine are presented in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN MAINE

Town	Population	Weeks of School	Women Teachers		Men Teachers	
			Number	Yearly salary	Number	Yearly salary
Orneville	325	18	..	$118	..	*a* $ 27
Sweden	282	27	3	138	..	..
Peru	..	28	7	138	..	..
Pittston (*b*)	1,177	24	..	144	..	144
Morrill	420	21	4	147	..	..
Lowell	300	23	3	150	..	..
Minot	808	29	7	172	..	..
Limerick	874	30	..	175	..	..
Hodgdon	1,130	28	10	185	..	..
Grand Isle(*c*)	1,104	36	..	198	..	225
Arrowsic	180	30	2	205	..	..
Island Falls	1063	30	2	210	..	..
Boothbay	1,766	30	..	214	..	290
Milford	838	32	1	256	..	..
Camden	2,825	34	..	260	..	638
Southport	527	30	..	268	..	310

a Per month for one term.

b Salary given is average of 12 schools; number of teachers of each sex not reported.

c Salaries given are averages for 8 schools; number of teachers of each sex not reported.

VERMONT

The only facts available in regard to salaries of teachers in Vermont schools are found in the biennial report of the state superintendent of education. The following facts are gleaned from the advance sheets of the latest report, copies of which were kindly furnished by the superintendent. The statistics in all cases appear to be for all schools, city as well as rural.

AVERAGE WEEKLY WAGES OF TEACHERS, 1901 TO 1904

	1901	1902	1903	1904
Average wages per week, including board, male teachers.....	$8.40	$9.45	$11.79	$11.84
Average wages per week, including board, female teachers...	6.57	6.79	7.42	7.5

The total number of male teachers employed was 329 in 1903 and 324 in 1904. The total number of female teachers employed was 2,727 in 1903 and 2,985 in 1904.

The report shows a total of 2,550 schools in 1904. Of this number 111 had 6 pupils or less during the last term of the school year 1904, and 885 had 6 and not more than 15 pupils.

In regard to tenure the report shows that 1,040, or not quite one-third of the total number of teachers, had been retained more than one year in the same school in 1904, that 645 had been retained three terms in the same school, 923 were retained 2 terms only in the same school, and that 1,513 were retained 1 term only.

MASSACHUSETTS

Reports in regard to salaries of teachers in typical ungraded rural schools in Massachusetts were received from 21 towns. Most of the reports represent only one teacher. Salaries for male teachers were reported from only two towns.

The lowest yearly salary reported was $206 for a woman teacher for 32 weeks of school in the town of Heath.

The highest yearly salary reported was for Mt. Washington, where $400 was paid both men and women for a year of 40 weeks.

Salaries reported as medium in various parts of the state range from $272 to $288, the length of the school year varying from 32 to 36 weeks. By the month the medium salary would be from $32 to $34.

The following table shows the typical salaries in the 21 towns reporting:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN MASSACHUSETTS

Town	Weeks of School	Yearly Salary		Town	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Heath	32	...	$206	Berkeley	35	...	$280
Monterey	32	...	224	Tolland	35	...	280
Peru	32	...	224	Enfield	36	...	*b*288
New Marlboro	..	...	230	Granville	36	...	288
Rehoboth	32	...	236	Wales	36	...	288
Chesterfield	32	$248	248	Sheffield	..	...	300
Ashfield	34	...	*a*255	East Longmeadow	36	...	*c*320
Otis	32	...	256	Monroe	36	...	352
Windsor	32	...	256	Holland	36	...	360
Savoy	32	...	272	Mt. Washington	40	$400	400
Washington	32	...	272				

a Average for 2 teachers. *b* Average for 7 teachers.
c Average for 4 teachers: also 5 teachers of village schools, $380.

CONNECTICUT

Reports in regard to the salaries paid teachers in typical ungraded rural schools in Connecticut were received from 24 towns, the full number called for. The employment of men is indicated by the reports in only 4 towns.

The lowest yearly salary reported was $180 for a woman teacher for 36 weeks of school in the town of Union, or at the rate of $20 a month. That this extremely low salary is to some extent representative is indicated by the report of the state board of education for 1903, where it is stated that "the wages of 79 teachers (8 men and 71 women) were $20 or less per month, and of 199 teachers (12 men and 187 women) from $20 to $25 per month."

The highest yearly salary reported was for the town of Scotland, $972 for 36 weeks. The next highest for women teachers was $450 for 40 weeks in Greenwich.

Medium salaries ranged from $285 to $333 for a year varying from 36 to 40 weeks, a monthly rate of from $30 to $33.

The table following gives the salaries in the typical schools in the 24 towns reporting:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN CONNECTICUT

Town	Weeks of School	Yearly Salary		Town	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Union	36	...	$180	Ridgefield	40	$320	$320
Hartland	36	...	234	Prospect	40	...	320
Bethlehem	36	...	252	Suffield	40	...	333
Ashford	36	...	252	Pomfret	36	360	...
East Granby	36	...	252	Branford	38	...	380
Salisbury	38	...	266	Killingly	38	...	380
New Milford	37	a$352	b267	Bristol	40	...	400
Plainfield	38	...	285	Burlington	40	...	400
Plymouth	36	...	288	Torrington	40	...	400
Somers	36	...	288	Greenwich	40	...	450
Griswold	36	...	288	Beacon Falls	39	468	...
East Hartford	38	...	304	Scotland	36	...	972

a Average for 2 teachers. b Average for 12 teachers.

The report of the board of education of Connecticut for 1903 gives the average monthly salaries of the 4,316 teachers (in city and country) in the state as $99.29 for men teachers and $44.51 for women. The men constituted but 8.1 per cent. of the whole number. The board adds that the above monthly salaries "do not represent the actual conditions, because a few large salaries increase the average." Certain figures are given which are indicative of salaries in country schools. Of the total number, 1,906, or 44 per cent., received a yearly salary of not more than $350. This number included 450 who received not more than $250, 435 who received more than $250 but not more than $300, and 1,021 who received more than $300 but not more than $350. The wages of 79 teachers (8 men and 71 women) were $20 or less per month, and of 199 teachers (12 men and 187 women) from $20 to $25 per month.

In comparison with former years the above report of the board of education of Connecticut showed that the average monthly salary of women teachers in the state had increased from $39.31 in 1890 to $44.51 in 1903 or 13 per cent. Nearly all of this increase was between 1893 and 1901. The average monthly salary of men teachers increased from $74.47 in 1890 to $99.29 in 1903 or 33 per cent. The gain was fairly steady throughout the period.

With regard to the period during which the women teachers remain in the profession, this report states that "there is good reason for believing that the average duration of the service of women in elementary schools does not exceed five or six years. In the year under review [1903] there were in the public schools about 1,700 [39 per cent.] who had taught five years or more. The average teaching experience of graduates of the normal school is five or six years."

NEW YORK

Reports in regard to the salaries paid teachers in typical ungraded rural schools in New York were received from 23 towns. Salaries of men teachers were reported from 10 towns, of women teachers from 13 towns.

The lowest yearly salary reported was $160 for women teachers for 32 weeks of school in the towns of Bangor and Leyden.

The highest yearly salary reported for women teachers was $600, paid for a year of 40 weeks in Oyster Bay and Mt. Pleasant. In Southold a salary of $700 was reported for a male teacher.

The salaries reported as medium ranged from $360 to $456 for a school year varying from 36 to 40 weeks, a monthly rate of from $40 to $50.

The salaries in the 23 typical schools from which reports were received are given in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN NEW YORK

Town	Weeks of School	Yearly Salary		Town	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Bangor	32	...	$160	Campbell	36	$396	...
Leyden	32	...	160	Ripley	40	...	$444
Lewis	32	...	176	Carlton	40	450	...
Camden	32	...	183	Hamburg	36	456	...
Ellisburg	32	...	184	Esopus	40	...	525
Hamden	32	$186	...	Tuxedo	40	...	575
Oswegatchie	32	187	...	Oyster Bay	40	...	600
Lumberland	32	192	...	Ramapo	40	600	...
Conklin	36	...	360	Mt. Pleasant	40	...	600
Geddes	40	...	360	Hanford	40	600	...
Victor	36	...	370	Southold	40	700	...
Lenox	36	372	...				

According to the report of the superintendent of public instruction for 1903, the whole number of teachers employed in the common schools of New York in 1903 was 39,825, of which 22,637 were in the city schools and 17,188 in the smaller school districts outside the cities. Of the total number, 4,909, or 12.3 per cent., were men. In the cities the number of men was 1,937, or 8.6 per cent. of the whole number of teachers there employed, while in the smaller school districts the number of men teachers was 2,972, or 17.3 per cent.

The average length of the school year was 39 weeks in the cities, 34.2 weeks in the districts outside the cities, and 35.4 weeks for the whole state.

The following table shows the average weekly and yearly salaries of teachers in city and district schools in the state for the years 1893 to 1903:

AVERAGE WEEKLY AND YEARLY SALARIES OF TEACHERS IN CITY AND DISTRICT SCHOOLS IN NEW YORK, 1893 TO 1903

Year	Average Weekly Salaries			Average Yearly Salaries		
	Cities	Districts	State	Cities	Districts	State
1893	$18.67	$8.60	$12.74	$728.36	$303.57	$467.58
1894	18.06	8.75	12.72	707.77	306.32	465.44
1895	19.61	8.96	13.74	733.35	310.73	483.68
1896	18.59	9.15	13.52	725.19	309.38	487.37
1897	18.75	9.33	14.23	720.09	315.32	495.43
1898	19.36	9.20	14.68	743.47	314.76	516.75
1899	19.88	9.31	15.27	771.54	318.35	540.50
1900	22.66	9.54	17.28	879.27	322.47	604.78
1901	25.04	9.63	18.72	976.54	329.35	662.64
1902	25.19	9.92	19.22	982.25	337.32	680.33
1903	25.44	10.10	19.65	992.08	345.26	695.76

It will be seen from the foregoing table that the average yearly salaries of city teachers in 1903 were $992.08. The increase over 1893 amounted to $263.36, or 36.2 per cent. All this increase seems to have been made since 1897, practically no increase being made during the five years from 1893 to 1897.

The increase in the average yearly salaries of teachers in the district schools has been steady, but much smaller than in the case of city teachers, amounting to only $41.69, or 13.7 per cent. in the eleven years. These figures for teachers in district schools cover, it should be borne in mind, not only teachers in ungraded country schools, but also all in villages and large towns. It will be noticed, however, that the average as given here for district schools in 1903, namely $345.26, is slightly below the salaries reported as "medium" in response to the inquiries of the committee.

NEW JERSEY

Reports in regard to the salaries paid teachers in typical ungraded rural schools in New Jersey were received from 21 towns. Salaries of men teachers were reported from 6 towns only.

The lowest yearly salary reported was $225, for a woman teacher for a school year of 36 weeks in Sandystone.

The highest yearly salary reported for a woman teacher was $500 for a year of 40 weeks in Neshanic. As high as $650 was paid for a man teacher in Almonesson.

The salaries reported as medium ranged from $350 to $405, the school year being of 40 weeks, except in one case. The monthly rate in these schools would thus be from $35 to $45.

The salaries in the 21 typical towns from which reports were received are shown in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN NEW JERSEY

Town or Township	Weeks of School	Yearly Salary		Town or Township	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Sandystone	36	...	$225	New Hanover	40	*a*$400	*b*$400
Victoria	36	...	270	Erma	36	405	...
Weston Mills	36	...	270	Atlantic Township	40	...	450
Avalon	36	...	270	Wantage	40	...	450
Unionville	36	...	288	Rio Grande	36	...	450
Holland Township	38	...	300	Neshanic	40	...	500
Manalapan Township	36	...	315	New Germantown	40	550	...
Warrenville	40	...	350	Piscatawaytown	40	600	...
Lafayette	40	...	350	Shrewsbury	40	650	...
Iselin	40	...	400	Almonesson	40	650	...
Reaville	40	...	400				

a Two teachers. *b* Four teachers.

PENNSYLVANIA

Reports in regard to the salaries paid teachers in typical ungraded rural schools in Pennsylvania were received from 22 townships. In several townships the salaries reported were for more than one teacher, as is noted in connection with the table.

The lowest yearly salary reported was $140 for both men and women teachers in Thompson township for 28 weeks of school.

The highest yearly salary reported for women was $450 paid in Bensalem and Nether Providence, while $630 was paid a man teacher in Nether Providence.

Salaries reported as medium ranged from $228 to $287 for a school year of 28 weeks, equivalent to a monthly rate of $33 to $41.

By the law in effect June 1, 1904, the pay of teachers must not be less than $35 a month, and as the minimum year had been previously fixed at 7 months, the minimum yearly salary becomes $245. Schools failing to comply with the law forfeit their share in the state appropriation for the benefit of schools.

The salaries in the 22 townships reporting for this investigation are shown in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN PENNSYLVANIA

Township	Weeks of School	Yearly Salary		Township	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Thompson	28	$140	$140	Oley	28	$245	$245
Lehman	28	140	146	Greene	28	245	245
Waterford	28	175	175	Curwin	28	280	280
Ayr	28	189	189	Nicholson (*b*)	28	287	287
Saltlick	28	(*a*)	189	Howe	32	360	320
Tronesta	28	196	196	Buckingham (*c*)	36	360	360
Jefferson	28	196	196	South Union (*d*)	32	384	384
Shohola	32	...	196	Ashton	36	...	*e*360
Dingman	32	200	200	Birmingham	36	...	*f*405
Wells	28	326	228	Bensalem (*g*)	40	450	450
Tinicum	28	236	236	Nether Providence	36	630	*h*450

a Ten teachers, $189 to $224.
b Nine teachers.
c Twelve teachers.
d Twenty-two teachers.
e Eight teachers.
f Four teachers.
g Ten teachers.
h Six teachers.

MARYLAND

No original data in regard to salaries paid teachers in ungraded rural schools in Maryland were secured. In the latest report of the state board of education, however, are given the average yearly salaries by counties of all teachers, both city and country. These statistics, although not giving an accurate measure of salaries in rural schools alone, may be of interest in this connection, and are therefore given here.

The number of teachers in Maryland (outside of Baltimore) in 1903 was 3,428, of which 2,601 were women and 827, or 24 per cent., were men. The schools were open an average of 8.78 months. The average yearly salary (outside of Baltimore) was $292.93. The lowest average salary reported for a county was $170.78, for Garrett county, employing 147 teachers and having 6 months of school. The highest average salary for a county was $447.82, for Baltimore county (not including Baltimore city), employing 402 teachers and having 10 months of school. The next highest was $408.06, for Carroll county, employing 185 teachers and having 8 months of school.

VIRGINIA

No original data relating to rural schools in Virginia were secured as the result of this investigation, but some information of interest has been drawn from the report of the state superintendent of public instruction. The following table, compiled from the biennial report of the superintendent of public instruction for the school years 1901–1902 and 1902–1903, gives the number of teachers employed, the average months of school, and the average monthly and yearly salaries of men and women teachers for a series of years. The annual salaries are computed from the monthly salaries of the men and women teachers and the average months of school. As a matter of fact, it is probable that the length of the school year does not average the same for men and women teachers, but as separate figures are not available it is necessary to use the average for all schools in both cases.

The figures here presented, it should be borne in mind, include the cities as well as the country school districts. According to the report of the superintendent of public instruction of Virginia for the school years 1899–1900 and 1900–1901, "the average salary of the rural male teacher hardly exceeds $25 per month, and that of the rural female teacher will probably not exceed $22. When one reflects that the term of the country school in Virginia rarely extends beyond five or six months (the average for both city and country in 1903 was only 6.11 months), one must be amazed that so many excellent teachers can be found in our rural schools."

NUMBER OF TEACHERS EMPLOYED, MONTHS OF SCHOOL, AND AVERAGE MONTHLY AND YEARLY SALARIES OF TEACHERS, 1871 TO 1903

Year	Teachers Employed					Average Months of School	Av'ge Monthly Salaries		Av'ge Yearly Salaries	
	White		Colored		Total White and Colored					
	Men	Women	Men	Women			Men	Women	Men	Women
1871.....	1,616	905	325	157	3,014	4.66	$32.36	$26.33	$150.80	$122.70
1876.....	2,495	1,489	418	218	4,620	5.63	34.95	30.37	196.77	171.28
1881.....	2,610	1,855	598	329	5,392	5.87	29.18	24.92	171.29	146.28
1886.....	2,426	2,625	979	755	6,785	5.92	30.77	26.54	182.16	157.12
1891.....	2,097	3,613	928	1,080	7,718	5.80	31.40	26.66	182.12	154.63
1892.....	2,106	3,646	911	1,130	7,793	5.90	31.93	26.86	188.39	158.47
1893.....	2,064	3,804	897	1,167	7,932	6.00	33.06	27.49	198.36	164.94
1894.....	2,132	3,981	896	1,204	8,213	6.00	33.13	27.14	198.78	162.84
1895.....	2,141	4,070	898	1,183	8,292	5.95	32.82	26.95	195.28	160.35
1896.....	2,118	4,202	885	1,212	8,417	5.95	40.93	26.67	243.53	158.69
1897.....	2,152	4,296	861	1,266	8,575	6.01	31.98	26.91	192.20	161.73
1898.....	2,108	4.447	845	1,326	8,728	6.00	31.13	26.40	186.78	158.40
1899.....	2,058	4,613	851	1,314	8,836	5.97	32.09	26.39	191.58	157.55
1900.....	1,974	4,787	842	1,551	8,954	6.00	32.47	26.18	194.82	157.08
1901.....	1,900	4,900	801	1,398	9,008	6.01	32.66	26.46	196.29	159.02
1902.....	1,798	5,113	763	1,434	9,108	6.05	32.62	26.67	197.35	161.35
1903.....	1,671	5,200	706	1,467	9,044	6.11	34.56	27.20	211.16	166.19

It will be seen that in 1903 the total number of teachers, white and colored, was 9,044, of which 2,377, or 26 per cent., were men. The average length of the school year, including city and country schools, was 6.11 months. The average monthly salary of the men teachers was $34.56, and of women teachers $27.20, equivalent, on a basis of the above average school year, to a yearly salary of $211.16 and $166.19 for men and women, respectively.

Commenting on these figures, the report of the superintendent says in part,

The salaries of teachers in the public schools have remained practically stationary for the last thirty-two years; and that in spite of the fact that the cost of living has greatly increased and that far more preparation is required for the teacher of today than was required three decades ago, the trained teachers in our public schools to-day are getting hardly any more compensation than that given to the raw recruits at the inauguration of the system. Nor has there been any notable lengthening of the school term, for an examination of the statistics will show that, while the average school term for the first ten years of the public-school system was 5.45 months, the average school term for the last ten years was only 6.02, an increase of only about one-half of a month.

In the period covered the teachers and schools have increased more than three-fold. We are spending four times as much money for public schools and employing three times as many teachers as at the beginning of the system; and yet the school term and the average salary of the teacher remain practically where they were thirty years ago. There is a still more significent tendency revealed by these figures. In 1871 the male white teachers in the public schools constituted a majority of all the teachers, white and colored, in the system, and for the next ten years they continued to maintain this proportion; but since 1881, with some slight fluctuations, the white male teachers have been gradually decreasing in number till there were in the public school of Virginia only 1,671 white male teachers in 1903, as against 1,616 in 1871. In the same period the white female teachers have increased from 905 to 5,200, or more than five-fold. While there are about twice as many colored male teachers now in the schools as at the beginning of the system, they have been gradually declining in numbers since 1886, when they numbered 1,023 The reason for this is not far to seek. The short school term and the paltry salaries

paid to the teachers of the public schools will not enable men to establish homes and raise families, and as long as this is the case it is useless to talk about making teaching a profession. While we cheerfully recognize the superiority of the women as teachers for the primary and grammar grades, the presence of the strong masculine intellect and power to govern the larger boys and train them in manly ways is indispensable to the proper development of any system of education. Any conditions that tend to exclude either well-equipped men or women from teaching in the public schools can not fail to prove disastrous to the best interests of the Commonwealth.

A special investigation made by the superintendent of public instruction in 1901 showed that of the 6,056 white schools in the country districts, 2,658 had an average attendance of less than 20 pupils, and 146 of less than 10. Of the 2,032 colored country schools, 498 had an average of less than 20, and 18 of less than 10. Commenting on these figures, the superintendent says in part,

This policy (the multiplication of small schools) has not only hurt the schools, but it has inflicted serious injury on the country districts by driving to the cities and large towns persons who wish larger and better educational opportunities for their children. In this way the country districts have lost many of their most valuable and enterprising citizens. Persons of means and influence who would otherwise prefer to remain in the country go to the cities because there they can get better educational advantages for their children.

SOUTH CAROLINA

No figures are available showing the salaries of teachers in individual ungraded rural schools in South Carolina. The report of the state superintendent of education for 1903, however, gives the average salaries of white and of negro teachers for each county in the state and for the state as a whole. In these averages, unfortunately, the salaries of city and town teachers are combined, so that an accurate idea cannot be obtained of the salary paid to the rural teacher. In spite of this, it has been thought best to give here the salaries paid in typical counties, that being the best information obtainable. The following table presents this information, showing for white and negro schools the number of teachers, the average weeks of school, and the average yearly salary in four counties in which average salaries are lowest, in four in which they are highest, and in four where they appear to be at about a medium.

AVERAGE YEARLY SALARIES OF WHITE AND NEGRO TEACHERS IN COUNTIES IN SOUTH CAROLINA PAYING THE LOWEST, A MEDIUM, AND THE HIGHEST AVERAGE YEARLY SALARIES TO TEACHERS IN 1903

Counties	White Schools			Negro Schools		
	Number of Teachers	Average Weeks of School	Average Yearly Salary	Number of Teachers	Average Weeks of School	Average Yearly Salary
Counties paying miminum average salary:						
Williamsburg	110	16	$107	79	10	$ 56
Lee	61	20	112	36	13	56
Colleton	116	24	124	82	10	39
Edgefield	89	10	141	103	10	39
Counties paying medium average salary:						
Union	77	25	204	42	16	95
York	113	26	208	84	19	78
Marlboro	66	21	211	40	13	85
Barnwell	87	22	216	69	12	84
Counties paying maximum average salary:						
Orangeburg	135	26	256	127	14	86
Anderson	155	25	346	71	18	134
Richland	78	31	364	60	19	159
Charleston	140	33	511	52	27	201
The state	3,492	22.3	$203	2,455	14.6	$ 83

It will be seen from this table that the average yearly salary for 3,492 white teachers was $203, and that the average length of the school year was 22.3 weeks. The lowest average for any county for white teachers was for the 110 teachers in Williamsburg county,

the average being only $107 for the school year of 16 weeks; in Lee county $112 was reported as the average for 61 teachers for a school year of 20 weeks, and in Colleton county $124 was the average for 116 teachers for 24 weeks. The highest average for any county for white teachers was $511 for a school year of 33 weeks, paid 140 teachers in Charleston county. The next highest was $364 for 31 weeks, paid 78 teachers in Richland county. The comparatively high averages in the case of both of these counties is explained by the fact that one included Charleston and the other Columbia, cities of 56,000 and 23,000, respectively.

For negro schools, 2,455 teachers in the state received an average yearly salary of $83 for a school year of 14.6 weeks. The lowest average salary for any county for negro teachers was $39, for a school year of 10 weeks, paid in Colleton and Edgefield counties to 185 teachers. In Williamsburg county an average of $56 was paid 79 teachers for a year of 10 weeks, and in Lee county the same average amount was paid 36 teachers for a year of 13 weeks.

The highest average for any county for negro teachers was $201, paid 52 teachers in Charleston county for a 27-week year and $159 paid 60 teachers in Richland county for a 19-week year. In Anderson county $134 was paid 71 teachers for an 18-week year, and in Orangeburg $86 was paid 127 teachers for a 14-week year.

GEORGIA

Georgia is the only southern state from which any original data in regard to salaries paid teachers in rural schools were secured for this investigation. Reports were received from 7 counties or towns.

The county superintendent of Oxford county says in regard to salaries of teachers in that county,

> In all of our ungraded schools, teachers, men and women, are paid on grade $40, $27, and $20 per month for white teachers according as to whether they hold first, second, or third grade license; colored teachers, $20, $15, and $10 per month. Where schools are graded and employ three teachers, principals receive $50 per month on an average of 70 pupils and $60 on an average of 100 pupils with four teachers. Pay is diminished if average in any school is below 25, and an assistant is employed by the board when schools average 45 pupils.

Of the above school in Warthen, Washington county, the county superintendent says,

> The public term consists of five months, and during this term the county board pays out of funds derived from state appropriation a salary of $55 per month for the principal and $50 per month for the assistant. For the remainder of the eight months term, and supplementary during the public term of five months, the local patrons subscribe. In this county, we have no local taxation provided by statute.
>
> The patrons agree with teachers what salaries are to be paid. The county board decides what amount can be appropriated from the public fund for this school. In making apportionments to all schools the county board bases its appropriations on what it deems to be the merit of the teachers, their experience, ability to organize and impress community life, scholarship, the responsiveness of the community or local school district—in short everything affecting the probable usefulness of the teacher and efficiency of the school, just as a person might be employed by a private individual. Under such a plan, the teachers of the county are divided into about six classes, the highest receiving salaries, from the public fund, among white teachers, of $55 per month, and the lowest $30 per month, the intermediate classes ranging about $5 apart. Grade of license does not always affect salary. We rarely ever pay a teacher more than he has been able to secure by contract with local patrons. In almost every school community in the county, white teachers have secured contracts for schools, supplementary to the public term, of from two to three months, paid by local personal subscriptions, entrance fees, or a per diem charge per pupil fixed by local patrons.
>
> The above facts, very briefly stated, apply to all the schools of the county practically.

The lowest salary reported was $90 for both men and women teachers in the Burns school in Twiggs county. The school year was 24 weeks.

The highest yearly salary reported for a woman teacher was $400 for 32 weeks of school in Warthen. In the same place $560 was paid for a male principal.

Salaries reported as medium were $192 and $200 for 24 and 20 weeks, or at the rate of $32 and $40 a month.

The salaries of all the schools from which reports were received in Georgia are shown in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN GEORGIA

Locality	Weeks of School	Yearly Salary		Locality	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Burns school, Twiggs Co..	24	$ 90	$ 90	Hopewell, Oxford Co....	20	$200	...
Hayston, Newton Co.....	20	...	135	Fitzpatrick, Twiggs Co...	24	270	$270
Starrsville, Oxford Co.....	20	...	*a*150	Warthen, Washington Co.	32	*b*560	400
Stokes, Twiggs Co.....	24	192	192				

a Also one principal at $200. *b* Principal.

TEXAS

For Texas reports in regard to the salaries paid teachers in typical ungraded rural schools were received for 7 schools. Unfortunately 6 of these schools are in a single county and the seventh school although in another county is in the same part of the state —the northwestern.

The lowest yearly salary reported was for a woman teacher in Grayson county, where $240 was paid for 24 weeks of school. The salary of $315, paid for 36 weeks in another school in Grayson county, represents the lowest monthly rate, namely $35.

The highest yearly salary for a woman teacher was $400, paid in Woodlawn for 32 weeks of school. For men as high as $525 was reported for a school year of 28 weeks in Tioga.

The salaries reported for the 7 typical ungraded rural schools in Texas are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN TEXAS

Locality	Weeks of School	Yearly Salary		Locality	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Grayson Co.....	24	...	$240	Grayson Co.....	28	$455	...
Luella, Grayson Co.....	24	...	300	Woodlawn, Harrison Co..	32	480	$400
Grayson Co.....	24	...	300	Tioga, Grayson Co.....	28	525	...
Grayson Co.....	36	...	315				

Statistics relating to salaries of teachers in ungraded rural schools in Texas are found in the report of the superintendent of public instruction for 1901–1902. According to this report, the total number of schools in the state was 12,750, and of these 12,184 were rural. Of the rural schools, 89 per cent. were ungraded schools. The yearly salaries of the white and colored teachers in the rural schools, as shown by the foregoing report, are given in the following table:

YEARLY SALARIES OF TEACHERS IN RURAL SCHOOLS IN TEXAS, 1901 TO 1902

	Number of Teachers	School Term Days	Yearly Salaries		
			Male Teachers	Female Teachers	Total Teachers
White	9,885	84.77	$273.02	$201.73	$235.05
Colored	2,638	94.04	236.00	183.49	211.51
Average	12,523	86.73			$230.22

OHIO

For Ohio no original data were received in regard to the salaries paid teachers in ungraded rural schools, but in the report of the state commissioner of common schools for the year ending August 31, 1903, the average salaries paid are given for each county of the state.

In 10,964 elementary school houses in township districts requiring 11,741 teachers to supply the schools, 9,495 teachers were employed the whole school year—4,757 men and 4,738 women. The average number of weeks of school was 31 and the average monthly salary was $37 for men and $34 for women, equivalent to a salary for the school year of $286 and $264, respectively. In the following table similar facts as to salaries are shown for the four counties paying the lowest average salaries for the year, for the four paying the highest average, and for four paying a medium average salary:

AVERAGE YEARLY SALARIES IN TOWNSHIP ELEMENTARY SCHOOLS IN COUNTIES IN OHIO PAYING THE LOWEST, A MEDIUM, AND THE HIGHEST AVERAGE YEARLY SALARIES TO TEACHERS IN 1903

Counties	Teachers Necessary to Supply Schools	Average Weeks of School	Men		Women	
			Average Monthly Salary	Average Yearly Salary	Average Monthly Salary	Average Yearly Salary
Counties Paying Minimum Average Salaries:						
Gallia	149	23	$26	$150	$24	$138
Meigs	115	27	27	183	26	176
Vinton	101	26	28	182	28	182
Adams	140	24	31	186	30	180
Counties Paying Medium Average Salaries:						
Belmont	201	30	37	278	36	270
Logan	141	32	35	280	34	272
Putnam	118	30	38	285	36	270
Columbiana	136	31	38	295	34	272
Counties Paying Maximum Average Salaries:						
Montgomery	173	31	52	403	47	364
Preble	112	32	49	392	48	384
Butler	113	36	47	423	47	423
Hamilton	62	38	61	580	51	485
The State	11,741	31	$37	$286	$34	$264

Of the elementary teachers in township districts, the lowest average yearly salary for any county was reported for Gallia county. The monthly salary averaged $26 for men and $24 for women, or for the 23 weeks during which the schools were open $150 and $138, respectively. These figures, it should be noticed, apply to the township elementary schools of a whole county (149 teachers), and not merely to those in receipt of low salaries. The highest average yearly salary was reported for Hamilton county, with $580 for men and $485 for women for the 38-week school year.

Examples of counties paying a medium average yearly salary were Belmont, Logan, Putnam, and Columbiana, with the average salaries of men ranging from $278 to $295, and those of women from $270 to $272. The school year in these counties varied from an

average of 30 to 32 weeks. No information was obtainable in regard to the lowest and highest salaries actually paid in individual cases.

INDIANA

Reports in regard to the salaries paid teachers in typical ungraded rural schools in Indiana were received from 19 localities.

The lowest yearly salary reported was $144 for 16 weeks of school for a woman teacher in Derby, and for a man teacher in Bristow.

The highest yearly salary reported for a woman was $440 in South Bend for 32 weeks of school. For a man as high as $650 was paid in Toleston for 36 weeks.

The salaries reported as medium ranged from $315 to $350 for men, and from $314 to $336 for women, or by the month from $45 to $51 for men, and from $45 to $48 for women.

The salaries reported from typical schools in 19 localities are shown in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN INDIANA

Town or Township	Weeks of School	Yearly Salary		Town or Township	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Derby	16	...	$144	Pike	28	$350	$315
Bristow	16	$144	...	Valley Mills	28	350	315
Freetown	19⅔	178	...	Sand Creek	28	302	336
Freetown	19⅔	180	...	Dewey	32	440	432
Vevay	24	...	a180	South Bend	32	480	440
Union	24	264	...	Griffith	36	500	...
New Palestine	25	...	314	Porter Co	36	540	...
Needham	28	315	315	Porter Co	36	560	...
Adams	28	329	315	Toleston	36	650	...
Greenfield	26	332	...				

a Three teachers.

ILLINOIS

Reports in regard to the salaries paid teachers in typical ungraded rural schools in Illinois were received from 15 schools.

The lowest yearly salary reported was $120 paid a man teacher for 24 weeks of school in Golconda.

The highest yearly salary reported for a woman was $405 for a year of 36 weeks in Seward, while $540 was paid for a man in Owaneco for only 32 weeks.

The salaries reported as medium ranged from $180 to $240 for 24 and 32 weeks of school, a monthly rate of from $30 to $33.

The salaries reported from typical rural schools in Illinois are all shown in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN ILLINOIS

Town	Weeks of School	Yearly Salary		Town	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Golconda	24	$120	...	Olney	24	...	$255
Olney	24	...	$150	Golconda	24	$270	...
Mt. Auburn	28	175	...	Cissna Park	32	...	320
Golconda	24	...	180	Edinburg	32	...	360
Olney	24	...	200	Seward	36	...	405
New Milford	32	...	a200	East Lynn	32	440	...
Gilman	32	...	225	Owaneco	32	540	...
Roscoe	32	...	b240				

a Only 5 pupils. *b* Only 12 pupils.

MICHIGAN

For Michigan 18 reports were received in regard to salaries in typical ungraded rural schools.

The lowest yearly salary reported was $175 paid a woman teacher for 28 weeks of school in Big Prairie township.

The highest yearly salary reported was $500 for a woman, and $600 for a man for a school year of 40 weeks in Grosse Point Farms.

The salaries reported as medium ranged from $270 to $405, for 32 to 36 weeks, a monthly rate of from $32 to $45.

The salaries reported for typical rural schools in Michigan are given in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN MICHIGAN

Township	Weeks of School	Yearly Salary		Township	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Big Prairie	28	...	$175	Gaines	36	$290	...
Woodland	32	...	195	Caseville	36	...	$297
Saginaw Co	32	...	*a*224	Eagle	36	...	300
Burton	32	...	232	Medina	36	315	...
Rutland	36	...	245	Saginaw Co	36	*b*405	*b*342
Garfield	36	...	270	Romulus	36	425	360
Ovid	36	...	270	Chandler	40	400	...
Menominee	32	$280	...	Nodeau	36	...	405
Deerfield	36	...	288	Grosse Point Farms	40	600	500

a Average school, southern part of county. *b* Average school, northern part of county.

WISCONSIN

No original data in regard to salaries in rural schools in Wisconsin were secured for this report. The facts which follow are taken from the report on teachers' wages and cost of living, the results of an investigation conducted by a committee of the Wisconsin State Teachers' Association. The average monthly salaries paid to teachers in rural schools in Wisconsin for the eight years 1895 to 1903 are shown in the following table:

AVERAGE MONTHLY SALARIES OF TEACHERS IN RURAL SCHOOLS, 1895 TO 1902

Year	Av'ge M'thly Salary		Year	Av'ge M'thly Salary	
	Men	Women		Men	Women
1895	$44.68	$29.78	1899	$41.89	$29.78
1896	47.04	31.02	1900	43.84	31.79
1897	44.50	30.38	1901	47.99	32.67
1898	41.00	29.50	1902	50.93	33.19

These figures, according to the report of the committee, show an average monthly salary of about $47 for men and $31 for women teachers for the eight years. Supposing the schools to be in session for eight months, which is a high estimate for the country schools, the average income of the rural school teacher is about $376 for men and $248 for women. It will be readily seen that this remuneration is less than that of any other wage-earning class in the community. Even the most unskilled workman in the period of lowest wages earns one dollar or more per day for approximately three hundred days in the year. Young men of this state without special training, or more than the merest rudiments of an education, are earning $400 to $600 per year.

The percentage of male teachers in the country schools has fallen from 27 per cent. to 17 per cent. of the whole. The few that still remain in the ranks do so because they

are making the occupation a stepping-stone to some other business. They see no promise in the work, and so do not strive for highest qualification and success.

The young women who engage in teaching seldom expect to remain in the service. They know there is little hope of advancement and no possibility of making a good living. When the board bill is paid, amounting on the average to about $125, and the scant wardrobe for the year is provided at an expense of $75, there remains $48 with which to pay the expenses of board and room for the summer vacation, the expenses of the teachers' institute, the cost of the few books that must be purchased, the professional papers and magazines, and the various incidentals of living.

The table shows an apparent increase (comparing 1902 with 1895) in the salaries of the men teachers of 14 per cent., and in the salaries of women teachers of 11 per cent.

This apparent increase is misleading, since the larger average of wages is due mainly to the increase in the number of graded country schools in which the salary is somewhat greater than in the ungraded schools. It seems to be true, nevertheless, that wages have advanced a little in the country schools when measured in terms of dollars and cents. The cost of living, however, has greatly increased during the same period. This increase in the cost of living considerably overbalances the small increase in the wages of the country teachers, so that on the whole the wages of teachers have relatively declined.

In the meantime the wages paid in all other occupations have advanced and the demand for labor of all classes has increased to such an extent that teachers of experience in large numbers have left the field for more remunerative employment. This drain upon the teaching force of the rural schools has been heaviest in the ranks of the older and more experienced teachers, leaving the young and inexperienced country boys and girls to take their places. This is only one of the many ways in which people lose by the failure to properly support their schools.

Wages in the country schools of this state have fallen below the level at which the poorest teachers can be secured in sufficient numbers to fill the demand. This is clearly shown by the fact that many schools were not opened until late in the school year during the past season because the board could not find a teacher. County superintendents state that not enough teachers attend their examinations to supply the schools in the county. And yet with a few exceptions, these conditions have not operated to raise the wages of the rural teacher. The county superintendent in many cases finds pressure brought to bear on him to let in still poorer material, so that the very conditions that should operate to raise the standard of excellence tend rather to reduce it.

There has been practically no increase in the teaching force of the rural schools since 1888, though the enrollment has gone up from 309,000 to 322,000 during that time. Over 50 per cent. of the pupils of the state are enrolled in the ungraded schools and fully 10 per cent. more in the two-department graded schools, which so far as the quality and quantity of the instruction is concerned are little, if any, better than the ordinary rural schools.

An investigation of the conditions existing in the rural schools in three representative counties was made by the committee of the Wisconsin Association, and some of the results of this investigation are shown in the table following:

AVERAGE MONTHLY SALARIES AND CONDITIONS IN RURAL SCHOOLS IN THREE REPRESENTATIVE COUNTIES IN WISCONSIN

County	Number of Teachers Reporting	Average Number of Pupils	Average Daily Recitations	Average Salary per M'th	Average Cost of Board and Room per Week	Average Yearly Expenses Incident to Teaching					
						Teachers Institutes	School Papers and Magazines	Books on Teaching	Traveling Expenses	Other Expenses	Total
Columbia	42	26	25	$31.72	$1.84	$15.81	$2.52	$2.69	$4.54	$1.22	$26.76
Jackson	49	25	22	32.28	2.18	8.29	2.67	3.59	6.90	4.39	25.86
Marinette	23	43	20	42.58	2.96	12.80	2.64	3.37	17.29	5.70	41.80

It was shown by the investigation that "the teachers in these rural schools are engaged generally for less than seven months service." The monthly salary, it will be seen by the above table, averaged $31.72, $32.28, and $42.58 in the three counties. Sixty-four per cent. of those reporting stated that they were dependent upon their own earnings the year round, and 60 per cent. that they were not able to save anything for self-improvement

or further education. Nearly one-seventh of the total income of the teacher, it appeared, is required for expenses strictly incident to teaching.

MINNESOTA

For Minnesota 17 reports were received in regard to salaries in typical ungraded rural schools.

The lowest yearly salary reported was $200 paid a woman teacher for 20 weeks of school in Gordon.

The highest yearly salary reported was $450, paid for 36 weeks of school in Woodbury and West Union, in the one school, the teacher being a woman, in the other a man.

The salaries reported as medium ranged from $320 to $360, or from $40 to $45 a month, the school year being 32 and 36 weeks.

The reports from typical rural schools in Minnesota are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN MINNESOTA

Town or Township	Weeks of School	Yearly Salary		Town or Township	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Gordon	20	...	$200	Vernon	32	...	$360
Hartford	32	...	240	Cambria	36	...	360
Maytown	28	...	245	New Scandia	32	...	360
Stillwater	32	...	280	Leslie	32	$360	...
Staples	32	...	320	Gordon	32	400	...
District 55	32	...	320	Reynolds	32	...	400
Rapidan	32	...	320	Woodbury	36	...	450
Decaria	32	...	320	West Union	36	450	...
Mankato	32	$320	320				

IOWA

For Iowa 22 reports were received relating to salaries in typical ungraded rural schools.

The lowest yearly salary reported was $132, paid a woman teacher for 24 weeks of school in Clay township.

The highest yearly salary reported was $360, paid a woman for 36 weeks of school in Spirit Lake township.

The salaries reported as medium ranged from $215 to $235 for 32 weeks of school, a monthly rate of $27 to $29.

The salaries reported from the typical rural schools in Iowa are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN IOWA

Town or Township	Weeks of School	Yearly Salary		Town or Township	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Clay	24	...	$132	Jackson	32	...	$225
Marion	28	...	*a*143	Floyd	32	...	*f*235
Fremont	30	...	*b*168	Liberty	32	$235	...
Marengo	28	$180	180	Knox	32	260	260
Riverton	29	...	*c*185	Burr Oak	32	...	*g*275
Fremont	28	...	190	Spirit Lake	32	...	280
Mt. Pleasant	28	221	196	Jefferson	34	*h*285	...
Spirit Lake	28	210	210	Troy	32	300	300
Tippecanoe	32	...	*d*215	Wayne	36	...	308
Frankville	32	...	*e*218	Riverton	32	...	*i*340
Marengo	32	220	220	Spirit Lake	36	...	360

a Lowest in county; average attendance 6.
b Lowest in county.
c Three schools the same; lowest in county.
d Medium for county; average attendance 16.5.
e Medium for county.
f Medium for county; represents 90 per cent of the schools.
g Highest in county.
h Highest in county; average attendance 23.
i Highest in county; only 1 such.

MISSOURI

For Missouri 15 reports were received relating to the salaries of teachers in typical ungraded rural schools.

The lowest yearly salary reported was $100 paid a woman teacher for a school year of 20 weeks in Phelps county.

The highest yearly salary reported was $900, for two schools in St. Louis county for 40 weeks of school.

The salaries reported as medium ranged from $263 to $400, for 28 to 32 weeks, or at a rate of $38 to $50 a month.

The salaries reported from the typical rural schools in Missouri are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN MISSOURI

Town or Township	Weeks of School	Yearly Salary		Town or Township	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Phelps Co	20	...	$100	Carthage	32	$400	...
St. James	24	...	120	Westport	36	...	$495
California	24	$210	168	Greenwood	36	...	495
Shelbyville	24	240	...	Marshall	32	600	...
Centerview	28	...	263	Slater	28	630	...
Epworth	32	...	290	St. Louis Co	40	...	900
Fayetteville	28	...	320	Normandy	40	900	...
Carthage	32	360	...				

NORTH DAKOTA

For North Dakota reports from 8 counties were received relating to the salaries paid teachers in typical ungraded rural schools. In five of these cases the figures given were the averages for the rural schools of the entire county.

The lowest yearly salary reported was $254, the average for women teachers in Ramsey county for a school year of 26 weeks.

The highest yearly salary reported was $450 for men and $405 for women, for a school year of 36 weeks in Valley county.

The salaries reported from the typical rural schools in North Dakota are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN NORTH DAKOTA

Locality	Weeks of School	Yearly Salary		Locality	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Ramsey Co	26	*a*$267	*a*$254	Traill Co. (*b*)	28	*a*$315	*a*$306
Wells Co	26	*a*297	*a*274	Stutsman Co	30	*a*376	*a*313
Bottmeau Co	28	304	274	Sherbrooke	32	360	360
Ransom Co	28	*a*373	*a*274	Valley Co	36	450	405

a Average for county. *b* Eighty-six teachers in county.

SOUTH DAKOTA

For South Dakota 27 reports were received, giving the salaries paid teachers in typical ungraded rural schools.

The lowest yearly salary reported was $120 for both men and women teachers in Leola. The school year was only 16 weeks.

The highest yearly salary reported was $585 for men and $405 for women in the schools of Belle Fourche. The school year was 36 weeks.

The salaries reported as medium ranged from $245 to $313 for a school year of from 24 to 38 weeks, a monthly rate of $35 to $45.

The salaries reported from the typical rural schools in South Dakota are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN SOUTH DAKOTA

Locality	Weeks of School	Yearly Salary		Locality	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Leola	16	$120	$120	Aurora	32	$313	$262
Walworth Co	24	164	164	Rugby	28	290	265
Aurora Co	24	...	175	Brooks	24	270	270
Lyman	24	180	180	Asbury School District	28	...	280
Gannvalley	24	210	180	Blaine	28	280	280
Woonsocket	24	...	210	Clay Co	32	340	300
Hutchinson Co	24	...	210	Canton	..	...	320
Perkins	28	210	210	DeGrey	32	...	320
Brooks	24	210	210	Walworth Co	32	320	320
Desmet	32	240	215	Hayti	32	360	320
Aurora Co	28	...	245	Henry Village	36	540	405
Perkins	28	245	245	Belle Fourche	36	585	405
Beadle Co	26	256	247	Mitchell	(a)	b34	b31
Hand Co	27	284	257				

a Six to nine months. b Per month.

NEBRASKA

For Nebraska 18 reports were received giving the salaries paid teachers in typical ungraded rural schools.

The lowest yearly salary reported was $75 for a woman teacher for a school year of 12 weeks in Frontier county.

The highest yearly salary reported was $495 for a woman teacher for 36 weeks of school in Blair.

The salaries reported as medium ranged from $270 to $360, according to locality, for a school year varying from 32 to 36 weeks, or a monthly rate of $30 to $40.

The salaries reported from the typical rural schools in Nebraska are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN NEBRASKA

Town	Weeks of School	Yearly Salary		Town	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Frontier Co	12	...	$ 75	Nelson	32	...	$280
Aurora	24	...	150	Blair	32	...	320
Madison	24	...	180	Aurora	36	...	360
Nelson	32	...	200	Nelson	32	...	360
Blair	32	...	240	Fremont	36	...	360
Fremont	36	...	270	Madison	36	...	360
Frontier Co	36	...	270	Aurora	36	$450	...
Frontier Co	32	...	280	Fremont	36	465	...
Madison	36	...	280	Blair	36	...	495

KANSAS

For Kansas reports were received giving the salaries paid teachers in 20 typical ungraded rural schools. These schools were located in three counties in different parts of the state.

The lowest yearly salary reported was $150, paid a woman teacher for a school year of 20 weeks in Trego county.

The highest yearly salary reported was $440 for a woman teacher for 32 weeks of school in Leavenworth county.

The salaries reported as medium ranged from $245 to $320, according to locality, for a school year varying from 28 to 32 weeks. or a monthly rate of $35 to $45.

The salaries reported from the 20 typical rural schools in Kansas are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN KANSAS

Locality	Weeks of School	Yearly Salary		Locality	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Trego Co.	20	...	$150	Junction City	28	$315	...
Trego Co.	20	...	175	Junction City	32	...	$320
Trego Co.	24	...	210	Trego Co.	32	...	320
Leavenworth Co.	24	...	240	Junction City	28	...	326
Trego Co.	28	...	245	Leavenworth Co.	28	350	...
Junction City	28	...	280	Junction City	28	350	...
Trego Co.	28	$280	280	Junction City	32	...	360
Leavenworth Co.	28	...	280	Leavenworth Co.	32	...	360
Leavenworth Co.	32	...	280	Leavenworth Co.	32	400	400
Trego Co.	28	...	315	Leavenworth Co.	32	...	440

INDIAN TERRITORY

A statement in regard to schools in Indian Territory was received from the superintendent of schools of the Territory. According to this statement the Territory has no public schools except within the limits of incorporated towns. Statistics from three of these are shown elsewhere in this report.

About four hundred Indian day schools scattered throughout the country are in session from eight to nine months each year, and the teachers receive salaries ranging from $25 to $45 per month, according to the number of Indian pupils enrolled. White children residing in the rural communities are permitted to attend most of these Indian day schools upon the payment of $1 per month tuition. The tuition goes to the teacher.

COLORADO

For Colorado 19 reports were received giving the salaries paid teachers in typical ungraded rural schools. Several of the reports are for more than a single school in a locality.

The lowest yearly salaries reported were $178 for a woman and $261 for a man for 22 weeks of school in Springfield.

The highest yearly salaries reported were $520 paid a woman teacher for 36 weeks of school at Cripple Creek, and $680 paid a man for 32 weeks at Poyoso Springs. In Jefferson county $75 and $70 per month were reported for men and woman teachers, but the length of the school year was not stated.

The salaries reported as medium ranged from $405 to $450 for women and from $400 to $460 for men.

The salaries reported from the typical rural schools in Colorado are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN COLORADO

Locality	Weeks of School	Yearly Salary		Locality	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Springfield	22	$261	$178	Cheyenne Wells	36	...	$495
Douglas Co	28	385	280	Poyoso Springs	32	$680	a480
Cheyenne Wells	36	450	360	Cripple Creek	36	518	520
Mesa Co	36	400	364	Akron	..	e34	e32
Las Animas Co	36	450	405	Logan Co	(f)	e40	e37
Hugo	36	675	a405	Jefferson Co	..	e50	e33
Pitkin Co	29	...	b413	Jefferson Co	..	e75	e70
Weld Co	34	c460	d415	Montrose	..	e56	e52
Fremont Co	32	512	424	Routt Co	..	e46	e46
Morgan Co	36	450	450				

a Four teachers.
b Nineteen teachers.
c Ten teachers.
d Sixty-one teachers.
e Per month.
f Seven months in rural schools; 9 months in graded.

UTAH

For Utah 14 reports were received giving the salaries paid teachers in typical ungraded rural schools.

The lowest yearly salary reported was $136 for a woman teacher for 20 weeks of school in Wayne county. The lowest reported for a male teacher was $225 for 20 weeks in Sigurd.

The highest yearly salaries reported were from Moab, where $855 was paid to a man and $788 to a woman for a school year of 36 weeks.

The salaries reported as medium ranged from $240 to $400 for women and from $360 to $455 for men, or by the month of school from $40 to $50 for women and from $50 to $65 for men.

The salaries reported from the typical rural schools in Utah are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN UTAH

Locality	Weeks of School	Yearly Salary		Locality	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Wayne Co	20	...	$136	Vernal	28	$455	...
Leamington	24	$330	180	College	32	400	$400
Sigurd	20	225	...	Juab	32	520	...
Wayne Co	24	297	...	Argyle	32	560	...
Wasatch Co	24	360	240	Scofield	36	675	450
Boulder	24	360	...	Butlerville	36	810	450
Morgan City	28	420	350	Moab	36	855	788

WASHINGTON

For Washington 14 reports in regard to the salaries paid in typical ungraded rural schools were received from 4 counties.

The lowest yearly salaries reported were $175 for a man and $200 for a woman, paid for a school year of 20 weeks in Klickitat county.

The highest yearly salaries reported were $675 for a man and $585 for a woman for 36 weeks in Snohomish county.

The salaries reported as medium ranged from $200 (in one county) to $480 for men and from $200 to $440 for women, or by the month from $40 to $60 for men, and $40 to $55 for women.

The range in "medium" salaries here reported is very wide, but it is without doubt due to widely varying conditions in the several counties representing different parts of the state.

The salaries reported from the typical rural schools in Washington are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN WASHINGTON

County	Weeks of School	Yearly Salary		County	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Klic itat Co	20	$175	$200	Chehalis Co	28	$350	$315
Chehalis Co	20	225	200	Klickitat Co	40	480	400
King Co	20	...	200	Snohomish Co	32	480	440
Klickitat Co	20	200	200	King Co	36	540	450
Snohomish Co	20	...	225	Chehalis Co	36	630	450
King Co	24	270	...	King Co	36	630	585
Snohomish Co	24	300	...	Snohomish Co	36	675	585

CALIFORNIA

For California reports in regard to the salaries paid teachers in typical ungraded rural schools were received from 5 counties, the figures showing lowest, highest, and medium salaries for each county.

The lowest yearly salary reported was $360 paid a woman teacher in Fresno county for a school year of 32 weeks. For men the lowest salary reported was $400 in Mendocino county.

The highest yearly salary reported was in Humboldt county, where $1,200 was paid to a man and $850 to a woman for a school year of 40 weeks.

The salaries reported as medium ranged from $520 to 720 for men and from $480 to $675 for women, the school year in these cases varying from 32 to 36 weeks. The monthly rate in these schools was thus from $65 to $90 for men and from $60 to $75 for women.

The salaries reported from the typical rural schools in these 5 counties of California are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN CALIFORNIA

County	Weeks of School	Yearly Salary		County	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Fresno Co	32	$480	$360	Los Angeles Co	36	....	$630
Los Angeles Co	36	...	360	Humboldt Co	36	$ 720	675
Los Angeles Co	30	450	...	Fresno Co	32	600	620
Mendocino Co	32	400	400	Mendocino Co	36	675	620
Santa Clara Co	32	...	400	Santa Clara Co	36	....	720
Humboldt Co	32	480	440	Los Angeles Co	40	....	750
Mendocino Co	32	520	480	LosAngees Co	36	810	...
Santa Clara Co	34	...	510	Los Angeles Co	36	900	...
Fresno Co	32	520	520	Humboldt Co	40	1,200	850
Los Angeles Co	..	...	...				

OREGON

For Oregon 24 reports in regard to the salaries paid teachers in typical ungraded rural schools were received.

The lowest yearly salary was $90, paid to a woman teacher in Elkhorn for a school

year of 12 weeks. The lowest yearly salary for male teachers was $200, reported for 20 weeks of school in Winston.

The highest yearly salary for a woman was $400, paid for 32 weeks of school in Lee. For a man as high as $900 was paid in St. Paul, for 36 weeks.

The salaries reported as medium ranged from $300 to $440 for from 24 to 32 weeks of school for men, and from $210 to $280 for from 24 to 28 weeks for women. The monthly rate in these schools would thus be from $50 to $60 for men, and from $35 to $50 for women.

The salaries reported from the typical rural schools in Oregon are shown in full in the following table:

YEARLY SALARY OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN OREGON

Locality	Weeks of School	Yearly Salary		Locality	Weeks of School	Yearly Salary	
		Men	Women			Men	Women
Elkhorn	12	...	$ 90	Union Co.	20	...	$250
Golden	12	...	95	Salem	28	...	280
Helix (near)	12	...	105	Pilotrock	24	$300	...
Crook	12	...	105	Warner Lake	24	360	...
Gardiner	18	...	113	Wilderville	32	363	...
Union Co.	12	...	120	Lee	32	...	400
Williams	18	...	150	Roseburg	32	440	...
Sitkum	20	...	150	Meacham	36	540	...
Drews Valley	17	...	191	Union Co.	36	585	...
Winston	20	$200	...	Grizzly	36	675	...
Myrtle Point	24	...	210	Silver Lake	36	735	...
Madras	20	225	...	St. Paul	36	900	...

FUNDS FOR PAYMENT OF TEACHERS' SALARIES

Publicists, speaking of the common school, reiterate the demand that its education shall be high class and that it shall be steady. This depends upon high-class teachers remaining for long periods in positions where the circumstances encourage high-class work. This calls for salaries sufficiently high to attract, retain, and encourage good teachers to do good work. In municipalities where such circumstances have been realized, the progress has been: first, the increase of the wages of certain teachers by special resolution; second, the adoption of regular schedules of salaries for all teachers; third, the provision for a fixed regular increase of salary for merit and for additional length of service for the principal classes of teachers. The point has now been reached where the attention of school authorities is directed to the necessity of protecting such schedules of salaries against relapse owing to other public demands, which may seem to those who, at the moment, may have the disposition of the community funds, to be of more pressing necessity than the payment of good remuneration to teachers. In most localities the funds for the payment of teachers' salaries are not distinct from the general educational appropriation, to be used for buildings, sites, coal, apparatus, and books. Ambitious schemes to erect fine buildings may result in poorer education, because there is not money enough left to employ good teachers, or to enable good teachers to do proper work.

Your committee's investigations show this phase of the problem of teachers' salaries in the cities of the country at large to be without general plan as to procedure or policy. From the replies received to the committee's inquiries the following methods of dealing with the appropriations for the payment of teachers' salaries were found to be in use in various parts of the country:

1. Teachers' salaries paid from a special appropriation for this purpose, which may not be used for any other purpose. New York, N. Y., Philadelphia, Pa., St. Louis, Mo., Baltimore, Md., Cleveland, Ohio, and San Francisco, Calif., are examples of cities where this plan is in operation.

2. Teachers' salaries paid from a general educational appropriation. New Orleans, La., Minneapolis, Minn., and Providence, R. I., are examples of cities where salaries are paid out of a general appropriation. The superintendent of schools in one Massachusetts city said, in regard to this matter: "Some, or rather many, towns have a certain amount appropriated for teachers' salaries, certain amount for text-books, certain amount for transportation, etc. It is ever so much better to have a general appropriation for school purposes." But in Massachusetts it is stated that the "Massachusetts statute provides that 'the school committee shall contract with teachers.' The supreme court of the State has ruled that this gives the school committee absolute control and that the city council cannot limit the school committee in the item of expenditures for salaries, but can limit expenditures for all other items."

3. Teachers' salaries paid from state and local tax or special levy. In a number of states the law requires that the money given by the State in aid of local education can be used only for teachers' salaries. Several states also apply a similar restriction to a county contribution and in some a specified local levy is also protected in like manner But such restrictions do not, as a rule, affect the salaries of teachers in city schools, as the amount from all of the sources mentioned would still be less than the amount expended for salaries. Thus, in New Jersey it is stated that "all of the state money, viz., $200 per teacher, must be spent for teachers' salaries or fuel." But it is evident that $200 will not pay the salary of any teacher in any city school in the State. In New York city it is required, by state law, that not less than a levy of a specified rate shall be used for teachers' salaries. This will be explained more in detail.

THE TEACHERS' SALARY FUND IN NEW YORK CITY

Inasmuch as the educational system of New York city has experienced several important changes in the administration of its payments of teachers' salaries, typical of the progress of the movement begun in other cities, a sketch of the evolution of its salary usage is submitted.

For many years prior to 1899, the amount of money to be devoted to the payment of the salaries of teachers of the schools of New York city was decided by the municipal board of estimate and apportionment, acting upon requests made for the annual city budget by the board of education. In 1887, the board of education claimed that the allowance granted by the board of estimate was $200,000 short of the actual necessities of the school system. An appeal was made to the legislature of the state. The legislature passed a bill requiring the board of estimate to reopen the budget and allot the extra $200,000 desired. In securing this legislation, the board of education made prominent the argument that the maintenance of the schools is primarily the function of the entire state; that the commonwealth delegates

to municipalities the details of collecting money for the maintenance of education, and that if remissness by any municipality be shown, it is the states' duty to interfere and to enforce the performance of the obligation. This claim was, as will be shown, more effectively pressed in later legislative action affecting the payment of New York teachers.

From 1887 to 1899, the old method of determining the amount of the salary fund continued, but with increasing dissatisfaction as to the amount of allotment made by the board of estimate. The board of education was willing to make salary schedules with intent to keep pace with increased cost of living, but it was unable to put such schedules into operation because of its failure to secure sufficient funds from the financial officers of the city. In some cases new schedules were put into effect, but the periodic increase for length of service could not be paid. In 1898, a movement of teachers and principals received the support of Senator John F. Ahearn, who introduced at Albany the bill which bears his name and which provides that the board of estimate and apportionment must provide and the board of education must pay not less than certain specified sums to teachers of specified grades. When a teacher, judged by proper authorities to be fit and meritorious, reaches the end of a specified period of service, such a teacher must not be paid less than a specified sum per year in addition to the yearly salary required. This law, the basis of the present New York city salary usage, makes the demand of the state upon the city for educational expenditure continuous. It also fixes the principle that the education furnished by the public schools must not be given by teachers who are below a specified grade of cheapness as to their salaries.

Some matters of dispute between the board of education and the board of estimate arising as to the interpretation of the Ahearn law, various measures were brought up in the legislature to afford relief to teachers whose pay was in question. At this time Dr. William H. Maxwell, city superintendent of schools, proposed the now well-known four-mill provision. Dr. Maxwell's argument was that the amount of money to be expended each year for paying the teaching force should be determinable beforehand to a certainty in order that the organization of the schools, assignment of teachers, etc., could be done deliberately, with foresight and without waste. He cited the well-known usage of endowment, so general in the case of large universities and private schools, and argued that the advantages arising to these institutions from having a reliable income each year should be paralleled in the public schools. He cited the University of Michigan as an example of the successful working of the plan of setting aside each year a specified per cent. of money raised by taxation, and proposed that the pay of the teachers of New York be as steady and as assured as that of the salaries of professors occupying endowed chairs in universities. Mr. Henry R. M. Cook, auditor of the board of education, compiled tables showing that the allotment of a sum amounting to four mills on every dollar of valuation of the taxable property

of New York, as it was then assessed, would enable the board of education to pay, without waste, the salaries of teachers as fixed by the schedule of the Ahearn law.

Such a measure was therefore introduced into the legislature, passed by it, and signed by Governor Roosevelt. This amendment to the Ahearn law went into effect May 3, 1901. Mayor Low's administration changed the usage of assessments so as to estimate taxable property at its full value. A proposition was then made to reduce the proportion of allotment for teachers' salaries from four mills to three mills. The board of education favored this reduction and the legislature fixed it by statute. This allotment is now found by the board of education inadequate to pay the salaries of all the teachers deemed by it necessary to instruct the school population. To provide for instruction keeping pace with the growth of the city, various members of the board of education estimated an additional salary fund of from $600,000 to $900,000 a year necessary. The board of education of New York is, at the time of writing this report, considering various expedients, as the consolidation of schools, transportation of children, reduction of the school day, shortening the term of evening schools, avoidance of the employment of men teachers, appointment of substitute teachers for long periods, etc., so as to keep within the limits of the salary fund allotted by the present law. Meantime, the legislature is being petitioned to make the per centum allowance for the teachers' salary fund an allotment of three and one-half mills on every dollar of taxable property in the city.

Mr. Henry R. M Cook, auditor of the New York board of education, has called attention to the fact that while the present method of determining the amount of appropriations for teachers' salaries is much better than any earlier usage, it is not founded upon the proper variable. Under the present plan, the increase of the salary fund is conditioned by the increase of the total value of taxable property in the city. The variation of the assessments has, however, only a remote connection with the variation in school population. This Mr. Cook shows by the following figures;

INCREASE IN ASSESSED VALUATION AND IN SCHOOL ATTENDANCE IN NEW YORK CITY, 1899 TO 1903

Year	Per Cent. of Increase over Preceding Year in—				
	Assessed Valuation of Property	Attendance in—			
		Elementary Schools	High Schools	Evening Elementary Schools	Evening High Schools
1899	13.12	4.90	24.64	8.05	9.21
1900	5.05	4.92	15.08	20.88	33.45
1901	3.66	5.06	16.35	8.53	31.27
1902	1.82	4.74	8.45	12.51	a3.80
1903	40.84	5.82	12.26	17.53	6.71
1904	3.83	....	.....	.....	.....

a Decrease.

It will be seen from the foregoing figures that the increase in the number of pupils requiring instruction varies independently of the taxable property.

The defects of the scheme of allotment of a per centum of assessed valuation are set forth in Mr. Cook's report as auditor to the president of the board of education as follows—

It occurs to me that the existing statute, and any amendment on same lines, is hardly logical, and in suggesting this I have in mind the following facts:

1. That the school system grows annually at a compound rate of increase of about six per cent. due to increase in school population, which fact may be regarded as a constant for practical purposes.

2. That to meet this constant, the assessed valuations of real and personal estate must keep exact step.

3. That if the assessed values are less than the ratio of increase in school population, the financial result is insufficient, and it becomes necessary to ask the city for an additional sum, which if not allowed restricts the normal working of the system, and causes the adoption of expedients which may be more or less open to objection.

4. That if the assessed values are greater than the ratio of increase in school population, the financial result is in excess of normal requirements, and there might be a tendency to a more than generous expenditure of money. In any event a greater annual tax will have been levied than is necessary for the conduct of affairs for the fiscal year, which is contrary to the financial policy of the city for more than half a century.

The main point which I desire to bring forward is, that to conduct a system which is increasing in size in a practically constant ratio, the present method of fixing a source of financial increase is unstable, variable, and related to the school system only indirectly. Tax valuations are dependent largely upon political considerations, local conditions and physical factors over which the educational authorities have no control.

Granted that a change be made from 3 to 3½ mills, the remedy might be but temporary; a slight alteration in methods of valuation, and correspondingly varying results would be apparent in our finances. Such a change would not relieve the situation in 1905 inasmuch as the budget has already been adopted. Again, an appeal to the legislature for a special issue of bonds is superfluous for the city already has power to issue same for any object if it so desires.

Mr. Cook's plan for determining the fund comprises—

For elementary and high schools, on a fixed allowance per unit of attendance (average).

For all other purposes (except corporate schools), by including a minimum sum for each item.

Annual increases in budget requirements for elementary and high schools to be provided for by ascertaining the increase of school attendance of the current school year over the next preceding school year, and including the increase of attendance at the fixed cost per unit.

Any increase above the minimum amounts established for all other purposes, to be recommended by the board of education and discretionary with the board of estimate and apportionment.

For corporate schools, by fixing a per capita rate of $15.00 based on average attendance during preceding school year.

In the event of an abnormal increase in school attendance in any year, beyond the figures estimated, whereby a financial deficit can be shown to exist, the board of estimate and apportionment to be empowered to authorize the issue of revenue bonds for a sum not exceeding $100,000, in any one year, provided that the board of education shall certify to the board of estimate and apportionment as to the particular need and purpose for which the sum asked shall be expended.

Mr. Cook has proposed the following statute to govern the salary fund for teachers for New York city:

Section 1064. The board of education shall represent the schools and the school system of the city of New York before the board of estimate and apportionment, and before the board of aldermen, in all matters of appropriations in the budget of the city for educational purposes, and in all other matters, and shall in general, be the representative of the school system of the city in its entirety. On or before the fifteenth of September in each year it shall submit an estimate in detail of the moneys needed for the entire school system of the city, during the next succeeding calendar year, to the board of estimate and apportionment for its action. The board of estimate and apportionment shall appropriate for the general school fund for the year nineteen hundred and (two) six and, annually, for each year thereafter, an amount (equivalent to not less than three mills on every dollar of assessed valuation of the real and personal estate in the city of New York, liable to taxation) which shall be computed in the following manner:

1. Based upon the average attendance of the school year next preceding the calendar year to which the estimate applies, to which shall be added the percentage of increase between the average attendance of the school year hereinbefore mentioned and the school year next preceding same, there shall be appropriated for each unit of the result so ascertained, not less than thirty-one dollars in elementary day schools, not less than eighty-eight dollars in day high- and training-schools; not less than twelve dollars and eighty cents in elementary evening schools; and not less than twenty-seven dollars in evening high schools.

2. For the institutions known as corporate schools, not less than fifteen dollars for each unit of average attendance of the school year next preceding the fiscal and calendar year to which the estimate applies.

3. For special education including special teachers of manual training, physical training, foreign languages, sewing, cooking, music and drawing, an amount not less than four hundred thousand dollars per annum; for vacation schools, playgrounds and recreation centres an amount not less than two hundred thousand dollars; and for evening lectures for the people, an amount not less than one hundred thousand dollars.

4. For the salaries of attendance officers, not less than ninety-two thousand dollars.

5. For general supervision, including the salaries of the members of the board of superintendents, the district superintendents, the members of the board of examiners, and all directors and supervisors, an amount not less than two hundred and sixty-eight thousand five hundred dollars.

In case the aggregate amount so appropriated for the general school fund is insufficient for its purposes, the board of estimate and apportionment is hereby empowered to authorize the issue of revenue bonds not exceeding the sum of one hundred thousand dollars in any year, and apply the proceeds of the same to the general school fund; provided that the board of education shall certify to the board of estimate and apportionment, the reasons and necessity for such additional sum, and the purposes for which the same is to be expended.

In case the amount so appropriated for the general school fund exceeds the expenditures and ascertained liabilities chargeable to such fund during any one year, the amount by which the said general school fund exceeds said expenditures and liabilities shall become part of the general school fund for the next succeeding year, and the amount to be raised by tax for said fund shall be diminished by the amount of said excess. On or before the tenth day of August in each year the city superintendent of schools shall certify and submit in writing to the board of education for its action a statement showing in detail the average attendance of the last preceding school year. The board of education shall administer all moneys appropriated or available for educational purposes in the city of New York, subject to the general provisions of this act relating to the audit and payment of salaries and other claims by the department of finance.

MINIMUM SALARY LAWS

A movement toward establishing a minimum salary by state enactment has had support in several states and in Indiana, Maryland, Pennsylvania, and in West Virginia, such a law has already been adopted and put in operation.

MINIMUM SALARY LAW OF INDIANA

The Indiana law, approved March 11, 1903, establishes a minimum salary to be paid teachers in the schools of that state, and fixes a penalty in a fine not exceeding $100 for each violation. The minimum fixed is a daily wage based on the teacher's general average of scholarship and success given on his highest grade of license at the time of contracting.

The following is the law referred to. The act regulating examinations for licenses, approved March 6, 1899, is also given:

AN ACT to amend an act approved March 12, 1901, entitled an act regulating the minimum wages of teachers in the public schools and fixing a penalty for violation of the same, being Sections 1 and 2 of the acts of 1901.

SECTION 1. *Be it enacted by the General Assembly of the State of Indiana*, That the daily wages of teachers for teaching in the public schools of the state shall not be less in the case of beginning teachers than an amount determined by multiplying two and one-fourth ($2\frac{1}{4}$) cents by the scholarship given said teacher on his highest grade of license at the time of contracting; and after the first school term of any teacher, said teacher's daily wages shall not be less than an amount determined by multiplying two and one-half ($2\frac{1}{2}$) cents by the general average of scholarship and success given the teacher on his highest grade of license at the time of contracting; and after three years of teaching said wages shall not be less than an amount determined by multiplying two and three-fourths ($2\frac{3}{4}$) cents by the general average of scholarship and success given the teacher on his highest grade of license at the time of contracting. *Provided*, That two (2) per cent. shall be added to a teacher's general average of scholarship and success for attending the county institute the full number of days and that said two (2) per cent. shall be added to the average scholarship of beginning teachers.

SEC. 2. All teachers now exempt, or hereafter exempt from examination, shall be paid as daily wages for teaching in the public schools of the state not less than an amount determined by multiplying two and three-fourths ($2\frac{3}{4}$) cents by the general average of scholarship and success given said teachers: *Provided*, That the grade of scholarship counted in each case be that given at the teacher's last examination, and that the grade of success counted be that of the teacher's term last preceding the date of contracting.

SEC. 3. All school officers shall comply with the provisions of this act and shall pay the teachers employed by them no less than such an amount as shall be determined by sections 1 and 2 of this act. School officers who shall be adjudged guilty of violating any of the provisions of this act shall be fined in any amount not exceeding one hundred dollars ($100) for such offense. The state superintendent of public instruction is hereby authorized to bring action against any school officer violating any of the provisions of this act.

AN ACT concerning the common schools of this state, providing for the examination of applicants for license to teach therein, and repealing all laws in conflict therewith. . . . . The professional ability, or school-room success of an applicant shall be furnished by the county superintendent and graded from 50 to 100 per cent. Teachers employed in a city or town school shall be certified to on professional ability by the town

superintendent (if there be one) or city school superintendent. This shall be accepted by the county superintendent as the estimate of the applicant's professional success. The general average in the branches which shall indicate the applicant's academic standing, furnished by the state superintendent of public instruction, shall constitute one part of the applicant's grade, and the per cent. placed upon the applicant's school-room success, shall constitute the other part. The sum of these two items divided by two, shall give the complete general average upon which all the license shall be issued.

MINIMUM SALARY LAW OF MARYLAND

Under the provisions of the revised school law of the state of Maryland, approved April 12, 1904,

The salaries of the teachers of each county shall be fixed by the board of county school commissioners: *Provided*, That no white teacher regularly employed in a public school of the state of Maryland, having an average attendance of fifteen pupils or more, shall receive as salary less than three hundred dollars per school year.

The secretary of the state board of education, in his report for 1904, says,

The plan in the law heretofore left the fixing of salaries absolutely in the hands of the county school board, and as a result the average salary paid in the state was less than the amount now fixed as a minimum. In some counties, where the schools were kept open but seven and one-half months (which was the minimum school year before the revision of the school law), the salaries would average from $200 to $275 per annum. With the increase in living expenses teachers with such salaries found themselves embarrassed, and many of them were leaving the school room for a living employment. Fixing a minimum salary of $300 will have the effect of retaining many capable teachers now in service, and will also attract many to the profession who otherwise would assume work in some other sphere.

* * * * * *

A school year of not less than nine months is inseparably associated with the minimum salary clause. The outlined work of the uniform course of study for all public schools, adopted by the state board of education in 1901, could not be successfully accomplished with a school year less than nine months. The disadvantages of such an arrangement multiplied with each succeeding year, until it became apparent that the requirements of the course worked a great hardship in the schools of counties where the school year was seven and one-half months. By increasing the minimum school year one month and a half the legislature relieved school administration of its greatest difficulty, and this provsion will do more toward unifying school interests, and accomplishing the ends which go to make up a system than any other part of the school law. All schools must now live up to the requirements of the curriculum.

MINIMUM SALARY LAW OF PENNSYLVANIA

In Pennsylvania two important acts have been passed regulating the salaries paid school teachers; the first, approved April 4, 1899, fixed the minimum school term at seven months, the second, approved April 9, 1903, fixed the minimum rate of salary at $35 per month, thus making the minimum yearly salary $245. This latter law did not go into effect until June 1, 1904. Most of the returns which make up this report were for an earlier date in the same school year, but a minimum limit of $35 would naturally not affect many cities or towns above 8,000 population.

The two acts referred to are as follows:

The minimum school term shall be seven months, and after the close of the school year ending on the first Monday of June, one thousand eight hundred and ninety-nine, school directors or controllers shall keep the schools of their respective districts in operation at least seven months each year: *Provided*, That the length of the annual term may remain as at present in districts where the maximum amount of tax allowed by law to be levied for school purposes, together with the amount of state appropriation to which the said districts are entitled, shall be found sufficient to keep the schools open a greater length of time than six months.

AN ACT regulating the minimum rate of salary of school teachers in the Commonwealth of Pennsylvania, where school districts receive state appropriations.

Section 1. On and after the first day of June, one thousand nine hundred and four, the minimum salary of school teachers, teaching in the public schools of this Commonwealth, shall be thirty-five dollars per month.

Sec. 2. It shall be the duty of the president and secretary of the school board, of each school district in this Commonwealth, to make report, under oath, to the superintendent of public instruction, that the requirements of this act have been fully complied with.

Sec. 3. Every school district of this Commonwealth failing to comply with the requirements of this act, shall forfeit its state appropriation for the whole time during which this act has been violated.

MINIMUM SALARY LAW OF WEST VIRGINIA

The West Virginia law, passed February 20, 1901 and in effect 90 days later, establishes a minimum salary according to the grade of the teacher's certificate. It is as follows:

The boards of education of the several districts shall hold their first meeting for each school year on the first Monday in July. At this meeting they shall determine the number of teachers that may be employed in the several subdistricts, and fix the salaries that shall be paid to the teachers. In determining the salaries, they shall have regard to the grade of teachers' certificates, fixing to each grade the salary that shall be paid to teachers of said grades in the several subdistricts as follows: Teachers having certificates of the grade of number one shall be paid not less than $30 per month; those holding certificates of the grade of number two, not less than $25 per month; and those holding certificates of the grade of number three, not less than $18 per month. And the trustees of the several subdistricts shall in no case transcend or diminish the salaries so fixed in any contract they may make with teachers.

The grading of teachers' certificates is regulated by an act passed February 27, 1903 and taking effect 90 days later. The provisions covering this subject are as follows:

Applicants for teachers' certificates shall be required to pass an examination in all the branches required to be taught in the primary free schools of this state, and upon which they are now required to pass examination by law. . . . . Three grades of certificates shall be issued, based upon the following scale: First grade certificates shall be issued to all applicants who attain a general average of 90 per cent. on a scale of 100 per cent., and not less than 75 per cent. on any one branch; second grade certificates shall be issued to all applicants who attain a general average of 80 per cent. and not lower than 70 per cent. on any one branch; third grade certificates shall be issued to all applicants who attain a general average of 70 per cent. and not lower than 60 per cent. on any one branch.

EARNINGS IN TEACHING AND IN OTHER OCCUPATIONS

Comparison is often made of the salaries paid teachers with the wages paid in other occupations. Certain difficulties suggest themselves in the way of an entirely satisfactory comparison in many cases. The teacher is actively engaged in the work of teaching for not more than 40 weeks and usually receives an annual salary from which the expenses of the 52 weeks of the year must be paid. The teacher, however, is expected, and in not a few cases required, to spend her vacation in rest, or at least not at any occupation, although in many cases she is encouraged to give a part of it to self-improvement in a summer school. In most other occupations, with which comparison might be made, the pay is by the day, week, or month, and in many cases the year's work will for one reason or another fall short of full 52 weeks.

A comparison with one other class of municipal employees for which statistics are available can be made, namely, laborers on street and sewer work. These employees are paid by the day, it is true, but in this class of work, employment is quite steady, many being employed throughout the year. In the following table are shown the average hours of work per week, the average wages per hour, and the average weekly earnings of municipal laborers on street and sewer work, and the minimum salary paid women teachers in elementary schools in 48 cities in various parts of the country. Both classes of employees are paid by the same employer—the municipality. The figures showing average hours per week and average wages per hour are from the Nineteenth Annual Report of the Commissioner of Labor.

From the following table it will be seen that on the basis of 50 weeks of work during the year the earnings of the laborers would in nearly every city exceed those of the lowest paid elementary teachers. The exceptions to this are only four—Chicago, Ill., Columbus, Ga., Meridian, Miss., and Washington, D. C. In the cases of Columbus and Meridian, all the laborers are of course colored, while the teachers are white. In many cases the laborer's pay is greatly in excess of the teacher's minimum.

The wages of laborers here given represent, it should be remembered, the earnings of the commonest untrained labor, while in scarcely any city of importance can a man or woman secure a position as teacher without some previous experience or special preparation. In many of the important cities, too, preliminary to this special preparation a high school education is required. For example, candidates for the place of teacher in the elementary schools of Baltimore before being permitted to take the required competitive examination "must have completed the course in one of the Baltimore training schools for teachers, or a course in some other training school whose standard of admission and whose requirements are equivalent to those of the Baltimore training schools; or they must have taught acceptably for two years, and must have passed an examination in the following

EARNINGS OF MUNICIPAL STREET LABORERS AND ELEMENTARY TEACHERS COMPARED FOR 48 CITIES

[Average hours per week and wages per hour from Nineteenth Annual Report of the Commissioner of Labor.]

City	Laborers (Municipal), Streets and Sewers			Minimum Yearly Salaries of Teachers in Elementary Schools
	Average Hours Per Week	Average Wages Per Hour	Average Weekly Earnings	
Allegheny, Pa.	48	$0.2188	$10.52	$500
Atlanta, Ga.	58	.1034	6.00	250
Augusta, Ga.	60	.1341	8.05	289
Boston, Mass.	44	.2742	12.06	552
Buffalo, N. Y.	48	.1875	9.00	400
Burlington, Vt.	54	.1667	9.00	216
Camden, N. J.	60	.1500	9.00	400
Charleston, S. C.	60	.1134	6.80	300
Chicago, Ill.	60	.1588	9.53	550
Cincinnati, O.	48	.2057	9.87	400
Cleveland, O.	48	.2000	9.60	475
Columbus, Ga.	60	.0890	5.34	500
East St. Louis, Ill.	60	.1750	10.50	400
Evansville, Ind.	48	.1875	9.00	350
Great Falls, Mont.	48	.3125	15.00	713
Harrisburg, Pa.	60	.1500	9.00	345
Hartford, Conn.	54	.2105	11.37	400
Lincoln, Neb.	48	.1875	9.00	369
Los Angeles, Calif.	48	.2500	12.00	540
Lowell, Mass.	51.37	.2207	11.34	500
Manchester, N. H.	54	.1667	9.00	350
Memphis, Tenn.	48	.1875	9.00	360
Meridian, Miss.	60	.1000	6.00	383
Minneapolis, Minn.	48	.2313	11.10	450
Mobile, Ala.	54	.1667	9.00	432
Montgomery, Ala.	60	.0833	5.00	240
Nashua, N. H.	60	.1525	9.15	400
Nashville, Tenn.	54	.1389	7.50	300
New Haven, Conn.	54	.1978	10.68	300
New Orleans, La.	49.50	.1944	9.62	315
New York, N. Y. (incl. Brooklyn)	49.77	.2535	12.62	540
Omaha, Neb.	48	.2250	10.80	380
Peoria, Ill.	48	.2000	9.60	350
Philadelphia, Pa.	45.29	.2222	10.06	470
Pittsburg, Pa.	48	.2188	10.50	350
Portland, Me.	54	.1833	9.90	(a)
Providence, R. I.	60	.1534	9.20	400
Racine, Wis.	54	.1667	9.00	325
Richmond, Va.	56	.1607	9.00	297
St. Louis, Mo.	48	.1875	9.00	420
St. Paul, Minn.	48	.1875	9.00	400
San Francisco, Calif.	48	.3125	15.00	600
Seattle, Wash.	48	.2906	13.95	550
Sioux Falls, S. D.	48	.2000	9.60	(a)
Tacoma, Wash.	48	.2313	11.10	500
Washington, D. C.	48	.1916	9.20	500
Williamsport, Pa.	54	.1650	8.91	405
Wilmington, Del.	60	.1500	9.00	350

a No data obtainable.

subjects: English, including grammar, composition and literature; history and civics, arithmetic, algebra, plane geometry, physics or botany or zoölogy, geography, physiology and hygiene." For all of this the pay at beginning is $300 a year, with three annual advances of $48 and one of $60.

The hours of work required of the teacher vary with conditions. Mr. W. A. Millis, superintendent of schools for Crawfordsville, Ind., in the report of the schools of that city for 1904, makes an estimate for the schools of his city of the length of the teacher's day. "They are required to be in their respective class rooms in charge of pupils, in the primary grades, $5\frac{1}{4}$ hours, the intermediate grades, $5\frac{3}{4}$ hours, the grammar grades, 6 hours, the high school, $6\frac{1}{4}$ hours. Adding to the above the additional time required for

planning lessons, reading and correcting exercises and for professional calls, the total will bring the average teacher's 'working day' up to ten hours."

It may be of interest in this connection to see the wages paid skilled labor in some of the cities covered by this report. The wages paid molders in jobbing and machinery foundries—an occupation where wages are medium rather than high, as skilled labor goes—may be taken as an example. The following table, showing for 103 cities the minimum wage-rates of molders and the hours of labor in jobbing and machinery foundries in the United States, was published by the National Founders' Association (an association of employers) and is here reproduced from the Bulletin of the United States Bureau of Labor for March, 1904:

MINIMUM WAGE RATES OF MOLDERS AND HOURS OF LABOR IN JOBBING AND MACHINERY FOUNDRIES

[Figures published by National Founders' Association]

City	Molders' Minimum Wages			City	Molders' Minimum Wages		
	Floor	Bench	Hours of Labor		Floor	Bench	Hours of Labor
Akron, Ohio	$2.90	$2.90	10	Newburg, N. Y.	$3.00	$2.75	10
Albany, N. Y.	3.00	3.00	9	Newark, N. J.	2.90	2.65	9
Alliance, Ohio	2.75	3.00	9	Newcastle, Pa.	3.00	3.00	9
Anaconda, Mont.	4.00	4.00	9	New Haven, Conn.	2.75	2.75	10
Ansonia, Conn.	2.75	2.50	9	New London, Conn.	2.75	2.75	9
Auburn, N. Y.	2 65	2.65	9	New Orleans, La.	3.00	3.00	9
Baltimore, Md.	2.75	2.75	9	New York, N. Y.	3.00	2.75	9
Battle Creek, Mich.	2.75	2.75	10	Omaha, Neb.	3.05	....	9½
Barberton, Ohio	2.90	2.90	10	Omaha, Neb.	....	2.88	9
Bay City, Mich.	2.75	2.75	9	Paterson, N. J.	2.90	2.70	10
Beaumont, Tex.	3.50	3.50	9	Peoria, Ill.	3.00	3.00	10
Beloit, Wis.	2.90	2.75	10	Peekskill, N. Y.	3.00	2.75	10
Bessemer, Ala.	3.00	3.00	9	Philadelphia, Pa.	2.90	2.90	9
Birmingham, Conn.	2.75	2.50	9	Pittsburg, Pa.	3.00	3.00	9
Birmingham, Ala.	3.00	3.00	10	Plainfield, N. J.	2.75	2.75	9
Boston, Mass.	2.75	2.75	9	Portland, Ore.	3.50	3.50	9
Bridgeport, Conn.	2.75	2.50	9	Poughkeepsie, N. Y.	3.00	2.75	9
Brooklyn, N. Y.	3.00	2.75	9	Providence, R. I.	2.75	2.57	10
Buffalo, N. Y.	2.80	2.80	10	Quincy, Ill.	2.75	2.75	9
Butte, Mont.	4.00	4.00	9	Racine, Wis.	2.85	2.65	10
Camden, N. J.	2.75	2.75	10	Richmond, Ind.	2.65	2.65	10
Chester, Pa.	3.00	3.00	10	Rochester, N. Y.	2.75	2.75	9
Chicago, Ill.	3.00	3.00	9	San Antonio, Tex.	3.00	3.00	9
Cincinnati, Ohio	3.20	3.00	10	San Francisco, Calif.	3.25	3.25	9
Cleveland, Ohio	3.00	3.00	10	Saginaw, Mich.	2.75	2.75	9
Cold Spring, N. Y.	3.00	2.75	10	Salem, Mass.	2.75	2.75	9
Colorado Springs, Colo.	3.50	3.50	9	Salem, Ohio	2.75	2.75	9
Columbus, Ohio	2.85	2.85	10	Scranton, Pa.	2.75	2.75	10
Dallas, Tex.	3.00	3.00	9	Seattle, Wash.	3.50	3.50	9
Dayton, Ohio	2.90	2.65	10	Seneca Falls, N. Y.	2.60	2.60	10
Denver, Colo.	3.50	3.50	9	Sing Sing, N. Y.	2.75	2.75	9
Derby, Conn.	2.75	2.50	9	Springfield, Mass.	2.75	2.75	9½
Detroit, Mich.	3.00	2.80	10	Springfield, Mo.	3.00	3.00	9
Elizabeth, N. J.	3.00	3.00	9	Springfield, Ill.	2.90	2.90	10
Erie, Pa.	2.80	2.80	10	Springfield, O.	2.90	2.65	10
Eureka, Calif.	3.50	3.50	9	St. Joseph, Mo.	2.85	2.85	9
Fort Worth, Tex.	3.25	3.25	9	St. Louis, Mo.	3.00	2.90	9
Hancock, Mich.	3.10	3.10	9	St. Paul, Minn.	2.88	2.88	9
Hartford, Conn.	2.75	2.75	9	Syracuse, N. Y.	2.70	2.70	9
Holyoke, Mass.	2.75	2.75	10	Tacoma, Wash.	3.50	3.50	9
Houston, Tex.	3.30	3.30	9	Toledo, Ohio	2.75	2.75	10
Indianapolis, Ind.	3.00	2.80	10	Trenton, N. J.	2.75	2.75	9
Jackson, Mich.	2.75	2.75	10	Troy, N. Y.	3.00	3.00	9
Jersey City, N. J.	3.00	2.75	9	Utica, N. Y.	2.75	2.75	9
Lynn, Mass.	2.75	2.75	9	Washington, D. C.	2.75	2.75	9
Long Island City, N. Y.	3.00	2.75	9	Waterbury, Conn.	2.75	2.75	9
Memphis, Tenn.	3.25	3.25	9	West Superior, Wis.	2.88	2.88	9
Los Angeles, Calif.	3.37½	3.37½	9	Wilmington, Del.	2.47½	2.47½	9
Mount Vernon, O.	2.85	2.85	10	Windsor Locks, Conn.	2.75	2.75	9
Milwaukee, Wis.	3.00	2.80	10	Warren, Ohio	2.90	2.90	9
Minneapolis, Minn.	2.88	2.88	9	Worcester, Mass.	3.00	3.00	10
Moline, Ill.	2.75	2.75	10	Youngstown, Ohio	3.00	3.00	9

PURCHASING POWER OF SALARIES IN DIFFERENT LOCALITIES

The Eighteenth Annual Report of the United States Commissioner of Labor presented the results of an extended investigation into the cost of living for workingmen's families and the retail prices of the principal staple articles of food used in such families. The object of the investigation into cost of living was to ascertain the cost of housing, fuel, lighting, food, clothing, etc., in the ordinary family in the United States. The object of the investigation into retail prices was to ascertain the changes in the prices of the staple articles of food for a period of years, and thereby to determine as nearly as possible the changes in the cost of living from year to year in the several years covered.

The relative cost of living in the several geographical divisions of the country, as shown by this investigation, may be seen in the following table, which gives the actual average expenditure per individual for various purposes in 11,156 normal families covered by the investigation. These were all workingmen's families. Their condition may be judged in a general way by their yearly income, which was reported as $651.83 per family for the North Atlantic states, $560.34 for the South Atlantic states, $657.30 for the North Central states, $590.27 for the South Central states, $819.54 for the Western states, and $650.98 per family for the entire 11,156 families. The table is as follows:

EXPENDITURE PER INDIVIDUAL FOR VARIOUS PURPOSES IN 11,156 NORMAL FAMILIES, BY GEOGRAPHICAL DIVISIONS

[From the Eighteenth Annual Report of the Commissioner of Labor.]

Object of Expenditure	North Atlantic States	South Atlantic States	North Central States	South Central States	Western States	United States
Food	$68.85	$59.13	$67.48	$59.30	$79.42	$67.78
Rent	31.42	22.41	23.67	23.36	39.03	28.48
Fuel	7.24	6.67	7.15	5.54	9.04	7.17
Lighting	1.88	1.31	1.68	1.15	2.08	1.76
Clothing	20.31	17.16	20.22	18.65	30.30	20.34
Sundries	29.78	28.81	35.04	34.30	34.54	31.60
Total	$159.48	$135.49	$155.24	$142.30	$194.41	$157.13

Statistics are not available in sufficient detail to show comparative cost of living in cities in various parts of the country or in the large and small city. As between large cities in various parts of the country a comparison might be made covering food alone, for which retail prices are available, but for the other items, such as rent, clothing, fuel, etc., which go to make up 57.46 per cent. of the total cost of living in the average workingman's family, no figures can be given. These items, moreover, rent especially, are those in which the greatest variation would be found.

As between the large and small city the same is true. Here, too, another element comes in, namely, the differing views as to what are the necessaries

of life, and except in the one item of rent, this explains a large per cent. of the *difference* in cost in the large city over its smaller neighbor. The standard of living followed by the teacher in New York or Chicago, say, and which is moderate in comparison with that of others in the same city, would be considered extravagant in Oswego or Elgin, even if it were not impossible. Different standards of living, different views as to what is necessary to a comfortable living, which prevail in different cities, make extremely difficult a statistical comparison of cost of living in various cities. No investigation has been made which could form a satisfactory basis for such a comparison and such an investigation would be an undertaking of considerable magnitude.

In the same investigation the changes in the cost of living from year to year were studied by a comparison of retail prices of staple articles of food. The quantities of the various articles of food used in typical workingmen's families which furnished information in detail have been applied to the prices in order to give to each article its importance in the family expenditure. Relative cost of living to the average workingman's family from year to year, so far as food is concerned, is thus shown.

RELATIVE COST OF FOOD, WEIGHTED ACCORDING TO THE AVERAGE FAMILY CONSUMPTION, 1890 TO 1903

[Average cost for 1890–1899 = 100.]

Year	Relative Cost of Food	Year	Relative Cost of Food
1890	102.4	1897	96.3
1891	103.8	1898	98.7
1892	101.9	1899	99.5
1893	104.4	1900	100.1
1894	99.7	1901	105.2
1895	97.8	1902	110.9
1896	95.5	1903	110.3

The table shows that the lowest price of food during the period covered was in 1896, when according to the weighted relative prices it was 95.5 per cent. of the average price from 1890 to 1899; and that the highest price was in 1902, when it was 110.9 per cent. of the average price for the base period, or 10.9 per cent. above the average price for the ten years 1890 to 1899. As above stated, these figures represent the relative cost of food when the various articles are weighted according to their importance in the family consumption.

But the cost of food, according to the results of the above investigation, represents only 42.54 per cent. of the entire cost of living of the average workingman's family. Of the remaining articles, constituting 57.46 per cent. of the family expenditure, certain ones are, from their nature, affected only indirectly and in very slight degree by any rise or fall in prices. Such are payments on account of principal and interest of mortgage, taxes, property and life insurance, labor and other organization fees, religion, charity, books and newspapers, amusements and vacation, intoxicating liquors, and sickness and death. These together constituted 14.51 per cent. of the family expendi-

ture in 1901 of the 2,567 families furnishing the information in full detail. Miscellaneous purposes, not specified, for which, from their character, no prices are obtainable, made up 5.87 per cent., and rent, for which also no prices for the several years are available, made up 12.95 per cent.

The remaining classes of family expenditure, 24.13 per cent. of all, consist of clothing 14.04 per cent., fuel and lighting 5.25 per cent., furniture and utensils 3.42 per cent., and tobacco 1.42 per cent. For these no retail prices covering a series of years are available but it is probable that the advance of the retail prices was considerably less than the advance in wholesale prices, as the advance in the wholesale prices of 25 articles of food in 1903, as compared with 1896, was 27.9 per cent., while the advance in the retail prices of 25 similar articles or groups of articles, as shown by the results of this investigation, was but 15.3 per cent. An examination of the relative wholesale prices of these classes of articles, giving them their proper weight according to family consumption, leads to the conclusion that the advance in the retail prices of these articles as a whole, comparing 1903 with the year of lowest prices, could have been but little, if at all, greater than the advance in the retail price of food.

If all classes of family expenditures as above be taken into consideration, it is apparently a safe and conservative conclusion, therefore, that the increase in the cost of living, as a whole, in 1903, when compared with year of lowest prices, was less than 15.5 per cent., the increase in the cost of food as shown by the investigation in question. This assumes, of course, always the purchase of the same articles and the same quantities in years of low prices, low wages, and more or less irregular employment, and in years of higher prices, higher wages, and steady employment.

TENURE OF OFFICE OF TEACHERS

With regard to the tenure of office of teachers, no specific investigation was made by the committee for the purpose of this report. Upon taking up its work it was found that ample material for information on this subject had already been accumulated by the Bureau of Education and could be placed at the disposal of the committee.

The Commissioner of Education in April and May, 1904, made an investigation of the length of service of teachers in cities of 8,000 population or over, and the tables which embody the results of this inquiry have, through the courtesy of Commissioner Harris, been placed at the disposal of the committee for use in this report.

The inquiries of the Commissioner of Education were directed to ascertaining the length of service of teachers, not only in their present locations, but also their total teaching service regardless of where that service was performed. Reports showing the length of service in their present locations

of men and women teachers were secured from 379 cities and towns, or nearly 70 per cent. of the total 545 in the United States having a population of 8,000 or over. These reports included 52,325 women teachers and 5,390 men teachers, a total of 57,715. Reports showing total length of service as teachers, regardless of where the service was performed, were secured from 333 cities and towns, or 61 per cent. of the total number with a population of 8,000 or over. These reports included 51,350 teachers, of which 46,694 were women and 4,656 were men. From these reports six tables have been prepared by the Bureau of Education showing for each state the number of men, of women, and of men and women combined, who have taught each specified number of years. Two other tables, prepared by the Bureau, present the facts in regard to length of service for certain cities of 100,000 population or over. The titles of these eight tables are as follows:

Table 1.—Total length of service (regardless of where the service was performed) of male teachers in cities of 8,000 population or over, by states.

Table 2.—Total length of service (regardless of where the service was performed) of female teachers in cities of 8,000 population or over, by states.

Table 3.—Total length of service (regardless of where the service was performed) of male and female teachers in cities of 8,000 population or over, by states.

Table 4.—Length of service in their present locations of male teachers in cities of 8,000 population or over, by states.

Table 5.—Length of service in their present locations of female teachers in cities of 8,000 population or over, by states.

Table 6.—Length of service in their present locations of male and female teachers in cities of 8,000 population or over, by states.

Table 7.—Total length of service (regardless of where the service was performed) of teachers in 27 of the 39 cities in the United States of 100,000 population or over.

Table 8.—Length of service in their present locations of teachers in 29 of the 39 cities in the United States of 100,000 population or over.

These eight tables appear at the end of this section of the report.

This inquiry, it will be noticed, was made in April and May, 1904. As this was so near the end of the school year, it was apparently assumed by the school officials in making the reports for a considerable number of cities that the year's service was practically completed, and the returns were made up as if it were in fact completed. This is clearly evident from the fact that the number of teachers reported as having performed less than one year's service is less than half the number of those reported as in their second year of service. This misunderstanding on the part of the school officials, unfortunately, seriously impairs the value of their figures for some of the purposes for which they might be useful. It is impossible to estimate the extent of the error or to say whether a similar error affects the figures given for the longer periods of service as well as those for the first year. The error, however, should be borne in mind in making any comparisons.

The first three of the foregoing tables are devoted to total length of service of teachers in the profession, regardless of where the service was performed, the number of male, of female, and of male and female teachers combined, who have taught each specified number of years, being shown by states.

In order to facilitate the comparison of the figures for men and women the totals of these three tables have been brought together in the following table and percentages calculated showing the relative number who have taught each specified number of years:

TOTAL LENGTH OF SERVICE (REGARDLESS OF WHERE SERVICE WAS PERFORMED) OF TEACHERS IN 333 CITIES AND TOWNS OF 8,000 POPULATION OR OVER

Length of Service	Men		Women		Men and Women	
	Number	Per cent. of Total	Number	Per cent. of Total	Number	Per cent. of Total
Less than 1 Year	54	1.160	881	1.887	935	1.821
1 year	149	3.200	2,245	4.808	2,394	4.662
2 years	176	3.780	2,768	5.928	2,944	5.733
3 years	212	4.553	2,969	6.358	3,181	6.195
4 years	206	4.424	3,061	6.555	3,267	6 362
5 years	199	4.274	2,870	6.146	3,069	5.977
6 years	200	4.296	2,692	5.765	2,892	5.632
7 years	190	4.081	2,673	5.724	2,863	5.575
8 years	235	5.047	2,424	5.191	2,659	5.178
9 years	173	3.716	2,153	4.611	2,326	4.530
10 years	209	4.489	2,138	4.579	2,347	4.570
11 years	169	3.630	1,773	3.797	1,942	3.782
12 years	170	3.651	1,857	3.977	2,027	3.947
13 years	139	2.985	1,574	3.371	1,713	3.336
14 years	158	3.394	1,548	3.315	1,706	3.322
15 years	141	3.028	1,363	2.919	1,504	2.929
16 years	113	2.427	1,160	2.484	1,273	2.479
17 years	117	2.513	1,098	2.352	1,215	2.366
18 years	127	2.728	961	2.058	1,088	2.119
19 years	126	2.706	891	1.908	1,017	1.981
20 years	165	3.544	998	2.137	1,163	2.265
21 years	95	2.040	746	1.598	841	1.638
22 years	96	2.062	660	1.414	756	1.472
23 years	76	1.632	564	1.208	640	1.246
24 years	81	1.740	513	1.099	594	1.157
25 years	101	2.169	500	1.071	601	1.171
26 years	82	1.761	468	1.002	550	1.071
27 years	78	1.675	389	.833	467	.910
28 years	60	1.289	317	.679	377	.734
29 years	48	1.031	318	.681	366	.713
30 years	83	1.783	360	.771	443	.863
31 years	42	.902	274	.587	316	.615
32 years	28	.601	234	.501	262	.510
33 years	38	.816	221	.473	259	.504
34 years	31	.666	196	.420	227	.442
35 years	36	.773	155	.332	191	.372
36 years	37	.795	121	.259	158	.308
37 years	24	.515	105	.225	129	.251
38 years	17	.365	89	.191	106	.206
39 years	14	.301	84	.180	98	.191
40 years or over	161	3.458	283	.606	444	.865
Total	4,656	100.000	46,694	100.000	51,350	100.000

An examination of the foregoing table shows that 50 per cent. of all the male teachers had been engaged in teaching less than 13 years, while of the female teachers 53 per cent. are found to have been in the profession less than 10 years; for all the teachers in these 333 cities considered together 51.7 per cent. had taught less than 10 years. The teachers of long service constituted a considerable proportion of the total number, 3.5 per cent. of the men and 0.6 per cent. of the women having taught 40 years or over, while 10 per cent. of the men and 4.5 per cent. of the women had taught 30 years or over.

The average length of service can not be calculated with absolute accuracy from these tables, as the exact length of service of those reported as having taught 40 years or over is not known. If, however, all such are assumed

to have taught exactly 40 years, the error in the average for the entire number of teachers will be very small, probably not exceeding three-tenths of a year at most. Assuming, then, 40 years as the length of service of all reported as having taught "40 years or over" and 1 year as the length of service of all reported under "less than 1 year," the average length of service is found to be for the 4,656 men, 14.7 years, for the 46,694 women 11.1 years, and for the 51,350 combined, 11.4 years.

A summary of the foregoing facts in regard to length of service in the 333 cities and towns reporting in regard to total service (regardless of where the service was performed) may be more readily understood from the briefer table, where the years of service are grouped into five- and ten-year periods:

TOTAL LENGTH OF SERVICE (REGARDLESS OF WHERE SERVICE WAS PERFORMED) OF TEACHERS IN 333 CITIES AND TOWNS OF 8,000 POPULATION OR OVER

Length of Service	Men		Women		Men and Women	
	Number	Per cent. of Total	Number	Per cent. of Total	Number	Per cent. of Total
Less than 5 years	797	17.1	11,924	25.5	12,721	24.8
5 to 9 years inclusive	997	21.4	12,812	27.4	13,809	26.9
10 to 14 years, inclusive	845	18.2	8,890	19.1	9,735	18.9
15 to 19 years, inclusive	624	13.4	5,473	11.7	6,097	11.9
20 to 29 years, inclusive	882	18.9	5,473	11.7	6,355	12.4
30 to 39 years, inclusive	350	7.5	1,839	4.0	2,189	4.2
40 years or over	161	3.5	283	0.6	444	0.9
Total	4,656	100.0	46,694	100.0	51,350	100.0

In order that a comparison of the total service of teachers in the various states may be possible, a summary has been made with the years of service grouped into five- and ten-year periods, as in the table immediately preceding. The average length of service is also shown in this table.

The longest average service, 14.1 years, is reported for Florida, but this covers only one city with 20 teachers. Kentucky reports 13.3 years average service for the teachers of 6 cities with 894 in number. The shortest average service reported is 6.3 years for one city with 108 teachers in Utah; Texas and South Carolina come next with an average of 7.9 years.

PER CENT. OF MALE AND FEMALE TEA CHERS WHOSE TOTAL TEACHING SERVICE (REGARDLESS OF WHERE PERFORMED) HAS BEEN EACH SPECIFIED NUMBER OF YEARS, BY STATES

State	Number of Cities	Number of Teachers	Per Cent. of Total Number of Teachers Whose Total Teaching Service has been—							Average Years of Service
			Less than 5 Years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 29 Years	30 to 39 Years	40 Yrs. or over	
North Atlantic										
Maine	4	252	36.9	26.2	12.7	6.8	15.0	2.0	0.4	9.5
New Hampshire	6	432	32.7	22.7	18.3	11.6	11.8	2.0	.9	10.3
Vermont	1	78	25.6	21.8	16.7	14.1	18.0	3.8	...	11.7
Massachusetts	34	7,350	22.3	23.6	19.2	12.0	13.8	7.1	2.0	12.9
Rhode Island	5	983	30.5	26.6	14.4	10.5	10.3	6.2	1.5	11.1
Connecticut	11	1,070	29.6	28.5	16.9	10.0	11.2	3.2	0.6	10.2
New York	29	3,565	20.7	26.6	19.7	13.6	13.5	4.9	1.0	12.2
New Jersey	20	3,711	27.3	27.6	16.0	10.4	12.4	5.2	1.1	11.3
Pennsylvania	32	3,783	24.4	28.2	18.2	11.0	12.5	4.7	1.0	11.4
Total	142	21,224	24.4	26.0	18.1	11.6	13.0	5.6	1.3	11.9

PER CENT. OF MALE AND FEMALE TEACHERS WHOSE TOTAL TEACHING SERVICE (REGARDLESS OF WHERE PERFORMED) HAS BEEN EACH SPECIFIED NUMBER OF YEARS, BY STATES—*Continued*

State	Number of Cities	Number of Teachers	Per Cent. of Total Number of Teachers Whose Total Teaching Service has been—							Average Years of Service
			Less than 5 Years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 29 Years	30 to 39 Years	40 Yrs. or over	
SOUTH ATLANTIC....										
Maryland.....	1	21	47.6	23.8	23.8	....	....	4.8	....	7.3
Dist. of Columbia	1	1,374	29.5	23.6	21.2	9.6	11.1	4.5	.5	10.9
Virginia.....	3	368	25.3	23.4	17.6	13.6	14.4	5.2	.5	11.8
West Virginia....	1	151	25.8	15.9	31.8	11.3	13.2	1.3	.7	11.5
North Carolina...	2	72	27.8	26.4	22.2	11.1	8.3	2.8	1.4	10.2
South Carolina...	2	84	32.1	32.1	27.4	2.4	6.0	....	....	7.9
Georgia.....	5	722	30.7	27.0	21.5	10.1	7.8	2.4	.5	9.6
Florida.....	1	20	25.0	10.0	10.0	5.0	50.0	....	....	14.1
Total.....	16	2,812	29.2	24.3	21.5	10.1	10.7	3.7	.5	10.6
SOUTH CENTRAL										
Kentucky.....	6	894	19.9	19.0	22.9	17.3	12.7	6.7	1.5	13.3
Tennessee.....	3	187	30.0	18.2	23.0	14.4	11.8	2.1	.5	10.3
Alabama.....	2	114	35.1	22.8	21.1	10.5	7.0	3.5	....	9.3
Mississippi.....	1	100	30.0	14.0	15.0	8.0	28.0	5.0	....	12.7
Louisiana.....	2	845	29.9	24.3	18.1	6.5	12.5	6.9	1.8	11.8
Texas.....	4	170	25.3	45.9	17.1	7.0	4.7	....	....	7.9
Arkansas.....	2	112	27.7	43.7	14.3	6.3	8.0	....	....	8.2
Oklahoma.....	1	46	13.0	45.7	26.0	10.9	4.4	....	....	9.9
Total.....	21	2,468	25.8	24.2	20.1	11.4	12.0	5.3	1.2	11.7
NORTH CENTRAL.										
Ohio.....	28	5,482	21.1	26.0	18.5	12.8	15.2	5.3	1.1	12.6
Indiana.....	18	2,249	24.8	27.9	19.5	11.8	12.6	3.0	.4	11.0
Illinois.....	19	1,492	25.0	28.6	17.7	13.6	11.7	2.9	.5	10.8
Michigan.....	21	2,902	28.6	28.5	19.3	11.2	9.7	2.6	.1	10.0
Wisconsin.....	17	2,294	29.4	31.3	17.0	11.9	8.5	1.6	.3	9.4
Minnesota.....	5	1,942	19.1	31.2	22.0	12.9	12.9	1.9	.0	11.1
Iowa.....	10	1,123	25.0	32.3	19.7	12.0	8.5	2.5	.0	10.1
Missouri.....	7	2,458	31.7	21.3	18.2	10.1	13.0	4.8	.9	11.1
Nebraska.....	2	320	27.2	32.8	21.2	11.6	6.6	.6	....	9.1
Kansas.....	6	632	26.3	29.4	21.5	12.3	9.3	1.1	.1	9.8
Total.....	133	20,894	25.2	27.8	19.0	12.1	12.0	3.4	.5	11.0
WESTERN.										
Montana.....	3	176	24.4	35.8	18.8	15.3	5.7	....	....	9.0
Wyoming.....	1	36	30.6	19.4	27.8	11.1	11.1	....	....	10.0
Colorado.....	5	1,208	17.2	30.4	22.9	14.2	12.9	02.4	....	11.4
Utah.....	1	108	42.6	37.1	11.1	4.6	4.6	....	....	6.3
Washington.....	2	448	17.2	33.3	23.4	12.9	12.5	.7	....	10.8
Oregon.....	1	369	17.9	33.9	15.7	16.5	13.6	1.6	.8	11.5
California.....	8	1,607	21.9	28.3	20.3	13.9	13.3	2.2	.1	11.1
Total.....	21	3,952	20.3	30.5	20.8	13.9	12.5	1.8	.2	11.0
Total for U. S.	333	51,350	24.8	26.9	18.9	11.9	12.4	4.2	.9	11.4

Tables 4, 5, and 6 present in the same form as tables 1, 2, and 3 similar facts in regard to length of service in their present locations of men and women teachers separately and in combination.

The following table presents in comparison the totals of the three tables with percentages showing the relative number who have taught in their present locations each specified number of years:

LENGTH OF SERVICE IN THEIR PRESENT LOCATIONS OF TEACHERS IN 379 CITIES AND TOWNS OF 8,000 POPULATION OR OVER

Length of Service	Men		Women		Men and Women	
	Number	Per cent. of Total	Number	Per cent. of Total	Number	Per cent. of Total
Less than 1 year	231	4.286	1,784	3.409	2,015	3.491
1 year	608	11.280	5,019	9.592	5,627	9.750
2 years	570	10.575	5,017	9.588	5,587	9.681
3 years	466	8.647	4,230	8.084	4,696	8.136
4 years	346	6.419	3,836	7.331	4,182	7.246
5 years	313	5.807	3,349	6.400	3,662	6.345
6 years	280	5.195	2,800	5.351	3,080	5.337
7 years	221	4.100	2,640	5.045	2,861	4.957
8 years	211	3.915	2,363	4.516	2,574	4.460
9 years	210	3.896	2,125	4.061	2,335	4.046
10 years	177	3.284	1,933	3.694	2,110	3.656
11 years	163	3.024	1,093	3.235	1,856	3.216
12 years	145	2.690	1,724	3.295	1,869	3.238
13 years	138	2.560	1,472	2.811	1,610	2.790
14 years	111	2.059	1,403	2.681	1,514	2.623
15 years	127	2.356	1,202	2.297	1,329	2.303
16 years	85	1.577	957	1.829	1,042	1.805
17 years	79	1.466	924	1.766	1,003	1.738
18 years	85	1.577	819	1.565	904	1.566
19 years	61	1.132	739	1.412	800	1.386
20 years	86	1.596	795	1.519	881	1.526
21 years	67	1.243	613	1.171	680	1.178
22 years	62	1.150	553	1.057	615	1.066
23 years	43	.798	470	.898	513	.889
24 years	54	1.002	401	.766	455	.788
25 years	51	.946	386	.738	437	.757
26 years	31	.575	393	.751	424	.735
27 years	39	.723	319	.610	358	.620
28 years	29	.538	255	.487	284	.492
29 years	34	.631	277	.529	311	.539
30 years	44	.816	306	.585	350	.606
31 years	29	.538	244	.466	273	.473
32 years	22	.408	229	.438	251	.435
33 years	24	.445	198	.378	222	.385
34 years	22	.408	179	.342	201	.348
35 years	20	.371	132	.252	152	.263
36 years	23	.427	97	.185	120	.208
37 years	13	.241	90	.172	103	.178
38 years	16	.297	69	.132	85	.147
39 years	11	.204	71	.136	82	.142
40 years or over	43	.798	219	.419	262	.453
Total	5,390	100.000	52,325	100.000	57,715	100.000

It will be seen that 52.2 per cent. of the men teachers had been teaching in their present locations less than seven years, while of the women teachers 49.8 per cent. had been teaching that number of years; for men and women teachers together almost exactly 50 per cent. had been engaged in their present locations six years or less.

The average length of service (calculated as previously explained) in their present locations was for 5,390 men teachers 9.3 years, for 52,325 women teachers 9.1 years, and for all teachers 9.1 years.

The teachers of long service are naturally not as numerous when only service in present location is considered as when all service is taken into account. The number, however, is still considerable. Of the men, 0.8 per cent., and of the women 0.4 per cent. had taught in their present locations for 40 years or more, while the men who had taught 30 years or over constituted 4.95 per cent. and the women 3.5 per cent.

The length of service in their present locations of the teachers in these

379 cities may be more conveniently studied in the summary which gives the service by five- and ten-year periods. This summary table is as follows:

LENGTH OF SERVICE IN THEIR PRESENT LOCATIONS OF TEACHERS IN 379 CITIES AND TOWNS OF 8,000 POPULATION OR OVER

Length of Service	Men		Women		Men and Women	
	Number	Per cent. of Total	Number	Per cent. of Total	Number	Per cent. of Total
Less than 5 years	2,221	41.2	19,886	38.0	22,107	38.3
5 to 9 years, inclusive	1,235	22.9	13,277	25.4	14,512	25.1
10 to 14 years, inclusive	734	13.6	8,225	15.7	8,959	15.5
15 to 19 years, inclusive	437	8.1	4,641	8.9	5,078	8.8
20 to 29 years, inclusive	496	9.2	4,462	8.5	4,958	8.6
30 to 39 years, inclusive	224	4.2	1,615	3.1	1,839	3.2
40 years or over	43	.8	219	.4	262	.5
Total	5,390	100.0	52,325	100.0	57,715	100.0

To render easier the comparison of length of service in their present locations of teachers in the various states, the following table has been made. It presents the teachers classified according to service into five- and ten-year periods and by states. The average length of service is also shown for each state:

PER CENT. OF MALE AND FEMALE TEACHERS WHO HAVE TAUGHT IN THEIR PRESENT LOCATIONS EACH SPECIFIED NUMBER OF YEARS, BY STATES

State	Number of Cities	Number of Teachers	Per Cent. of Total Number of Teachers Who Have Taught in Their Present Locations—							Average Years of Service
			Less than 5 Years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 29 Years	30 to 39 Years	40 Yrs. or over	
North Atlantic										
Maine	5	301	44.2	24.2	13.0	6.6	10.0	1.7	0.3	8.1
New Hampshire	8	560	38.0	26.4	17.0	8.6	7.7	1.8	.5	8.7
Vermont	1	78	35.9	28.2	14.1	6.4	1.1	1.3	...	9.1
Massachusetts	39	7,925	35.0	23.7	15.3	9.0	10.2	5.9	.9	10.5
Rhode Island	7	1,225	34.8	28.0	13.6	8.7	8.9	4.8	1.2	9.9
Connecticut	12	1,140	40.4	27.1	14.1	7.8	8.1	2.2	.3	8.4
New York	34	4,324	33.6	24.7	15.9	10.3	10.3	4.4	.8	10.3
New Jersey	21	3,811	40.5	24.4	12.6	8.1	9.8	4.2	.4	9.2
Pennsylvania	41	4,891	31.1	27.4	16.5	9.4	10.6	4.3	.7	10.3
Total	168	24,255	35.2	25.2	15.1	9.1	10.0	4.7	.7	10.0
South Atlantic										
Maryland	2	292	42.1	29.8	15.4	11.7	.7	.3	...	6.8
Dist. of Columbia	1	1,374	33.8	22.2	20.5	9.0	10.2	3.9	.4	10.2
Virginia	4	475	31.5	22.9	18.1	13.0	10.1	4.0	.2	10.2
West Virginia	2	491	56.2	26.5	13.2	3.3	.8	...	...	5.4
North Carolina	2	72	61.1	27.7	6.9	4.1	...	...	...	4.3
South Carolina	2	84	55.9	33.3	5.9	2.3	2.3	...	...	5.0
Georgia	5	721	38.6	26.2	20.0	7.5	6.1	1.5	.1	8.3
Florida	1	20	30.0	10.0	5.0	5.0	50.0	...	...	13.8
Total	19	3,529	39.3	24.6	18.0	8.4	7.1	2.4	.2	8.6
South Central										
Kentucky	6	894	26.3	18.9	21.0	15.6	11.1	6.0	1.1	12.1
Tennessee	4	417	39.3	15.8	20.1	15.6	8.6	.3	.3	9.0
Alabama	3	141	44.0	22.0	19.1	5.7	8.5	...	.7	7.8
Mississippi	1	100	31.0	18.0	16.0	8.0	27.0	...	...	10.9
Louisiana	2	845	29.2	25.0	18.1	6.5	12.5	6.9	1.8	11.8
Texas	6	357	48.2	27.5	13.4	6.7	3.6	.6	...	6.5
Arkansas	2	112	44.6	37.5	14.3	2.7	.9	...	...	5.6
Oklahoma	1	46	52.2	43.5	4.3	...	...	...	...	4.6
Total	25	2,912	33.8	22.5	18.3	10.4	10.1	4.0	.9	10.3

PER CENT. OF MALE AND FEMALE TEACHERS WHO HAVE TAUGHT IN THEIR PRESENT LOCATIONS EACH SPECIFIED NUMBER OF YEARS, BY STATES—*Continued*

State	Number of Cities	Number of Teachers	Per Cent. of Total Number of Teachers Who Have Taught in Their Present Locations—							Average Years of Service
			Less than 5 Years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 29 Years	30 to 39 Years	40 Yrs. or over	
North Central										
Ohio	29	5,913	33.3	26.4	16.4	10.6	10.0	3.0	.3	9.8
Indiana	20	2,592	42.6	24.3	13.8	8.1	8.7	2.3	.2	8.4
Illinois	22	1,691	41.2	26.5	14.6	8.8	6.9	1.8	.2	8.1
Michigan	21	2,904	42.3	25.1	16.4	8.1	6.5	1.5	.1	8.0
Wisconsin	18	2,339	45.5	26.9	14.5	7.0	5.1	.9	.1	7.2
Minnesota	5	1,942	43.2	23.4	16.9	9.7	5.8	1.0	...	7.8
Iowa	11	1,239	42.1	24.4	16.2	9.1	6.2	1.9	.1	8.2
Missouri	8	3,178	35.2	23.3	16.8	9.2	11.0	3.8	.7	10.1
Nebraska	2	320	58.1	26.6	11.3	2.8	1.2	...	...	5.1
Kansas	7	685	48.2	24.1	14.4	8.7	4.1	.4	...	6.9
Total	143	22,803	39.7	25.2	15.7	9.0	8.0	2.2	.2	8.7
Western										
Montana	3	176	71.6	18.2	8.0	1.1	1.1	...	...	3.7
Wyoming	1	36	61.1	22.2	11.1	5.6	...	...	...	4.8
Colorado	5	1,206	51.2	26.3	12.7	5.8	3.9	.1	...	6.3
Utah	1	108	60.2	28.7	9.3	...	1.8	...	...	4.5
Washington	3	491	56.2	26.5	13.2	3.3	.8	...	...	5.4
Oregon	1	369	40.1	32.5	16.8	7.1	3.0	.5	...	7.2
California	10	1,830	47.5	26.9	13.5	6.5	5.2	.4	...	6.8
Total	24	4,216	50.4	26.8	13.2	5.6	3.8	.2	...	6.3
Total for U. S.	379	57,715	38.3	25.1	15.5	8.8	8.6	3.2	.5	9.1

As with total service, Florida and Kentucky report the longest average service in present locations, namely, 13.8 and 12.1 years respectively. The shortest average service in present locations is reported for Montana as 3.7 years.

The figures which show length of service in present location are for 379 cities, while those which show entire length of professional service are for 333. The numbers, however, in both cases are sufficiently large to justify their being accepted as representative and to permit comparisons to be made. The average length of service in present locations for women teachers has been seen to be 9.1 years, while the average total length of service, regardless of where the service was performed, was 11.1 years, a difference of only 2 years; for men teachers the average in present location was 9.3 years, while the average total length of service was 14.7, a difference of 5.4 years; for all teachers (both men and women) the average in present locations was 9.1 years, and for total service was 11.4 years, a difference of 2.3 years. In the light of these facts it would appear that tenure in cities is fairly secure and that moving about from place to place is not one of the striking characteristics of the woman teacher. The men, it appears, have had practically the same length of service as the women in their present locations, but they have had a considerably longer service when their total professional experience in all locations is considered. It is probable that this is due to the fact that the male teachers are more likely to be tempted from the localities in which they begin by offers of higher salaries.

Tables 7 and 8 present, respectively, the facts in regard to entire length of service and service in their present locations for teachers in certain cities of 100,000 population or over. In these tables the facts are not given for men and women teachers separately, but only for all teachers combined. In order that comparison may be made of length of service in present locations and of the total service, regardless of where performed, a table has been made bringing into comparison the facts for the 27 cities reporting as to both kinds of service. The names of the 27 cities may be seen in Tables 7 and 8. Kansas City, Mo., and Syracuse, N. Y., which reported as to service in present locations, but not as to total service, are not included in this comparison. The table gives in parallel columns the number and per cent. of teachers who have taught each specified number of years in their present locations and in all locations. The table follows:

LENGTH OF SERVICE OF TEACHERS IN TWENTY-SEVEN OF THE THIRTY-NINE CITIES IN THE UNITED STATES OF 100,000 INHABITANTS OR OVER

Length of Service	Service in Present Locations		Total Service (Regardless of where Performed)	
	Number of Teachers	Per cent. of Total	Number of Teachers	Per cent. of Total
Less than 1 year	740	3.286	465	2.068
1 year	1,672	7.426	987	6.389
2 years	1,860	8.260	1,225	5.448
3 years	1,655	7.350	1,279	5.688
4 years	1,573	6.986	1,315	5.848
5 years	1,259	5.591	1,165	5.181
6 years	1,194	5.303	1,140	5.070
7 years	1,152	5.116	1,207	5.367
8 years	1,031	4.579	1,105	4.914
9 years	997	4.428	991	4.407
10 years	852	3.784	922	4.100
11 years	796	3.535	862	3.833
12 years	769	3.415	876	3.896
13 years	651	2.891	764	3.397
14 years	629	2.794	765	3.402
15 years	538	2.389	639	2.842
16 years	460	2.043	552	2.455
17 years	434	1.928	555	2.468
18 years	368	1.634	499	2.219
19 years	370	1.643	470	2.090
20 years	390	1.772	529	2.353
21 years	310	1.377	417	1.854
22 years	292	1.297	362	1.610
23 years	231	1.026	343	1.525
24 years	211	.937	287	1.276
25 years	205	.910	272	1.210
26 years	245	1.088	330	1.468
27 years	204	.906	269	1.196
28 years	129	.573	195	.867
29 years	163	.724	209	.929
30 years	157	.697	203	.903
31 years	145	.644	168	.747
32 years	139	.617	150	.667
33 years	120	.533	151	.671
34 years	115	.511	139	.618
35 years	77	.342	100	.445
36 years	71	.315	98	.436
37 years	63	.280	86	.382
38 years	44	.195	61	.271
39 years	47	.209	60	.267
40 years or over	150	.666	275	1.223
Total	22,517	100.000	22,487	100.000

It will be noticed that the number of teachers accounted for in the two statements is not the same, the length of service in present locations of 22,517

having been reported, while the report of total service failed to account for 30 of these teachers. This number, however, is relatively so small that it may safely be ignored in the comparison of the two sets of figures.

Examining the percentage figures relating to total service, it will be seen that 23.5 per cent. of all the teachers had taught less than 5 years, and that 24.9 had taught between 4 and 9 years, inclusive, or 48.4 per cent. less than 10 years. Considering only present locations, 33.3 had taught less than 5 years, and 25 per cent. between 4 and 9 years, or 58.3 per cent. less than 10 years. Forty-one and seven-tenths per cent. had taught 10 years, or more in their present locations, and two-thirds of all had taught 5 years or more in their present locations.

The foregoing figures indicate that in the large cities tenure is fairly secure. The average length of service in present locations for all of these teachers was 10.3 years, while the average total length of service was 12.3 years. It thus appears that the average total teaching experience is only two years longer than that in present locations. Apparently the average teacher, after two years experience, settles down in the city which continues to be his or her permanent professional location. These figures, it will be noticed, are well in accord with those for the whole number of cities reporting, given in a previous page, which showed a total service of 11.4 years, a service in present locations of 9.1 years, and a difference of 2.3 years of total experience beyond that in present locations.

In order to facilitate comparisons, the foregoing facts are presented also in the following table, with the years of service grouped into five- and ten-year periods:

LENGTH OF SERVICE OF TEACHERS IN TWENTY-SEVEN OF THE THIRTY-NINE CITIES IN THE UNITED STATES OF 100.000 POPULATION OR OVER

Length of Service	Service in Present Locations		Total Service	
	Number of Teachers	Per cent. of Total	Number of Teachers	Per cent. of Total
Less than 5 years	7,500	33.3	5,271	23.5
5–9 years, inclusive	5,633	25.0	5,608	24.9
10–14 years, inclusive	3,697	16.4	4,189	18.6
15–19 years, inclusive	2,170	9.6	2,715	12.1
20–29 years, inclusive	2,389	10.6	3,213	14.3
30–39 years, inclusive	978	4.4	1,216	5.4
40 years or over	150	.7	275	1.2
Total	22,517	100.0	22,487	100.0

That a comparison of city with city may be made more readily two tables have been drawn up presenting service in present locations and total service for each city by five-and ten-year periods. The average years of service are also shown in these tables for each city. The two tables follow:

PER CENT. OF MALE AND FEMALE TEACHERS IN TWENTY-NINE CITIES OF 100,000 POPULATION OR OVER WHO HAVE TAUGHT IN THEIR PRESENT LOCATIONS EACH SPECIFIED NUMBER OF YEARS

City	Number of Teachers	Per Cent. of Total Number of Teachers Who Have Taught in Their Present Locations—							Average Years of Service
		Less than 5 years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 29 Years	30 to 39 Years	40 Years or over	
Boston, Mass.	2,186	31.6	19.9	13.7	9.7	13.0	10.4	1.7	12.7
Cincinnati, O.	978	30.3	29.4	16.7	7.7	9.8	5.5	.6	10.6
Cleveland, O.	1,500	29.3	30.9	14.7	11.7	11.3	2.0	.1	10.0
Columbus, O.	550	28.2	26.9	19.8	10.0	12.2	2.7	.2	10.3
Denver, Colo.	710	43.5	26.9	15.9	7.5	6.1	.1	..	7.5
Detroit, Mich.	1,044	29.4	28.2	19.3	11.1	9.0	2.7	.3	10.0
Fall River, Mass.	398	28.9	24.4	17.1	9.0	13.6	6.3	.7	11.3
Indianapolis, Ind.	758	47.2	25.1	10.8	7.4	7.2	2.0	.3	7.6
Jersey City, N. J.	650	26.2	26.0	12.3	11.1	15.8	7.4	1.2	12.2
Kansas City, Mo.	720	35.6	33.2	15.2	10.0	5.4	.6	..	7.9
Los Angeles, Calif.	724	53.2	29.7	11.8	4.4	.8	.1	..	5.5
Louisville, Ky.	607	25.0	17.8	19.6	13.7	14.5	7.7	1.7	13.0
Lowell, Mass.	311	23.8	20.9	16.4	12.2	16.1	9.0	1.6	13.8
Milwaukee, Wis.	991	36.7	27.0	17.4	10.4	6.9	1.4	.2	8.6
Minneapolis, Minn.	940	44.3	22.1	17.5	10.3	5.7	.1	..	7.6
Newark, N. J.	952	37.8	26.3	11.6	7.3	11.8	4.9	.3	9.7
New Orleans, La.	803	28.6	25.2	17.2	6.7	13.2	7.2	1.9	12.1
Paterson, N. J.	393	50.4	26.5	13.0	6.1	3.0	.8	.2	6.5
Pittsburg, Pa.	1,032	32.3	29.2	16.4	8.2	9.6	3.8	.5	9.7
Providence, R. I.	705	30.1	28.7	13.6	9.2	10.2	6.9	1.3	11.0
Rochester, N. Y.	644	14.0	26.9	23.7	17.1	14.0	3.2	1.1	12.9
St. Joseph, Mo.	267	49.1	17.6	17.6	7.1	6.7	1.9	..	7.7
St. Louis, Mo.	1,881	30.9	19.5	18.0	9.9	14.8	5.8	1.1	11.7
St. Paul, Minn.	647	34.9	22.6	18.4	13.0	8.3	2.8	..	9.6
Scranton, Pa.	375	19.7	29.9	16.5	11.5	18.1	4.0	.3	12.2
Syracuse, N. Y.	503	27.4	28.8	14.9	10.4	11.1	6.2	1.2	11.4
Toledo, O.	494	31.0	29.4	19.2	9.1	8.9	2.4	..	9.5
Washington, D. C.	1,374	33.8	22.2	20.5	9.0	10.2	3.9	.4	10.2
Worcester, Mass.	603	35.7	23.2	18 2	9.5	10.4	2.2	.8	9.7

PER CENT. OF MALE AND FEMALE TEACHERS IN TWENTY-SEVEN CITIES OF 100,000 POPULATION OR OVER WHOSE TOTAL TEACHING SERVICE (REGARDLESS OF WHERE PERFORMED) HAS BEEN EACH SPECIFIED NUMBER OF YEARS

City	Number of Teachers	Per Cent., of Total Number of Teachers Whose Total Teaching Service Has Been—							Average Years of Service
		Less than 5 Years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 29 Years	30 to 39 Years	40 Years or over	
Boston, Mass.	2,186	20.8	18.7	16.2	12.2	17.0	11.2	3.9	15.3
Cincinnati, O.	978	13.0	20.3	17.1	11.3	22.5	11.9	3.9	16.8
Cleveland, O.	1,486	21.0	30.1	17.1	12.9	14.1	4.1	.7	11.9
Columbus, O.	534	18.9	29.4	18.5	14.1	15.5	3.2	.4	11.9
Denver, Colo.	710	10.8	29.2	22.4	16.2	18.2	3.2	..	13.1
Detroit, Mich.	1,044	23.4	24.0	20.4	13.1	14.6	4.2	.3	11.9
Fall River, Mass.	398	26.9	21.6	17.6	11.0	15.6	5.8	1.5	12.1
Indianapolis, Ind.	758	27.7	27.2	19.3	11.7	11.3	2.5	.3	10.4
Jersey City, N. J.	650	25.5	25.4	11.4	11.2	17.1	7.1	2.3	12.7
Los Angeles, Calif.	724	24.4	29.3	21.4	14.1	9.9	.6	.3	10.3
Louisville, Ky.	607	20.6	18.1	20.3	14.5	16.1	8.6	1.8	14.0
Lowell, Mass.	311	21.5	20.6	17.7	11.9	17.7	8.4	2.2	14.1
Milwaukee, Wis.	991	26.3	27.9	18.1	15.1	10.1	2.0	.5	10.5
Minneapolis, Minn.	940	8.4	34.1	26.3	14.7	14.8	1.7	..	12.3
Newark, N. J.	952	29.2	25.5	16.9	10.0	12.1	5.3	1.0	11.2
New Orleans, La.	803	28.6	25.2	17.2	6.7	13.2	7.2	1.9	12.1
Paterson, N. J.	393	30.3	24.9	17.8	9.7	11.7	4.8	.8	10.8
Pittsburg, Pa.	1,032	24.9	29.6	18.0	10.7	11.5	4.4	.9	11.1
Providence, R. I.	705	30.1	26.4	15.0	9.6	10.6	7.0	1.3	11.2
Rochester, N.Y.	644	8.5	27.8	25.0	17.9	15.8	3.7	1.3	13.6
St. Joseph, Mo.	267	35.2	23.2	19.1	12.7	7.5	2.3	..	9.2
St. Louis, Mo.	1,881	30.9	19.5	18.0	9.9	14.8	5.8	1.1	11.7
St. Paul, Minn.	647	30.6	23.8	16.5	12.1	14.1	2.9	..	10.7
Scranton, Pa.	375	19.5	28.8	16.8	11.7	18.9	4.0	.3	12.5
Toledo, O.	494	22.3	24.3	20.8	13.4	15.2	3.8	.2	11.9
Washington, D. C.	1,374	29.5	23.6	21.2	9.6	11.1	4.5	.5	10.9
Worcester, Mass.	603	25.0	24.9	19.6	12.4	12.6	4.5	1.0	11.6

An average length of service in present locations of 13.8 years was reported for 311 teachers in Lowell, Mass., the longest service reported. The shortest average was 5.5 years, the average for the teachers of Los Angeles, Calif.

Considering total service, regardless of where performed, Cincinnati with 16.8 years leads, Boston being next with 15.3 years. The teachers youngest in the profession are those of St. Joseph, Mo., the average total teaching service being only 9.2 years.

It will be noticed that for the teachers of both New Orleans, La. and St. Louis, Mo., the length of service in present locations and the length of total teaching service are given as the same; in other words, none of these teachers had ever taught in any other city. This is according to the reports received by the Bureau of Education from the superintendents of the cities in question, note being added to the effect that this was so nearly true that the figures for service in present locations practically represented total service as well.

The eight tables which present the facts as to length of service in detail follow:

TABLE 1.—TOTAL LENGTH OF SERVICE (REGARDLESS OF WHERE THE SERVICE HAS BEEN PERFORMED) OF MALE TEACHERS IN CITIES OF 8,000 POPULATION OR OVER

States	No. Cities Reptg.	Total No. of Teachers Accounted for	Number Who Have Taught																																		
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31–35 Yrs.	36–39 Yrs.	40 or Over
NORTH ATLANTIC																																					
Maine	4	19	..	2	4	..	1	..	..	..	2	..	1	..	2	1	..	..	..	..	..	..	2	1	..	..	..	..	1	..	1	1	..	..	..	..	..
New Hampshire	6	46	2	1	1	2	2	1	2	3	6	1	2	3	1	1	4	1	2	..	..	3	..	4	..	1	..	..	1	..	..	..	1	..	..	..	1
Vermont	1	7	..	2	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	1	..	..	1	..	..	..	..	1	..	..	..	..	..	1	..	..	..
Massachusetts	34	701	4	10	25	19	17	24	26	23	32	18	31	35	21	23	17	16	14	18	21	28	26	16	20	20	20	17	11	15	12	7	15	28	25	47
Rhode Island	5	62	4	2	..	6	1	..	2	1	2	4	2	4	2	2	3	2	3	1	3	..	1	1	..	1	1	1	2	..	..	2	1	3	1	4
Connecticut	11	85	2	1	4	10	2	8	7	5	6	..	3	..	3	1	4	1	2	2	..	4	2	3	1	..	2	2	1	2	..	2	1	3	..	1
New York	29	244	5	5	13	15	11	10	11	7	4	8	8	8	5	10	11	7	6	9	3	2	7	5	6	4	3	4	1	2	2	4	9	17	7	15
New Jersey	20	247	3	7	6	8	13	11	7	16	11	5	13	6	6	4	9	7	5	7	5	8	5	6	2	4	3	5	6	4	4	6	2	16	7	20
Pennsylvania	32	342	..	10	8	10	12	7	25	18	21	13	15	16	13	8	6	7	8	9	12	8	10	8	13	4	8	7	8	6	6	6	2	4	18	8	14
Total	142	1,753	20	40	61	70	59	61	80	73	84	49	75	73	53	50	54	41	40	47	44	53	54	44	42	34	38	37	30	29	25	24	33	86	48	102
SOUTH ATLANTIC																																					
Delaware	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Maryland	1	2	..	..	..	1	1	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Dist. of Columbia	1	175	1	12	6	15	9	3	3	13	14	7	6	..	8	15	10	8	5	2	4	3	5	7	..	..	1	..	..	..	1	2	1	5	4	1
Virginia	3	37	..	1	2	2	1	..	3	..	1	1	2	..	1	2	..	..	..	..	1	1	1	2	..	2	2	1	2	2	..	1	1	1	2	2
West Virginia	1	10	1	..	..	2	..	..	..	..	..	..	1	..	2	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	..	1
North Carolina	2	11	..	..	1	..	1	2	1	..	..	1	..	..	..	1	1	2	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..
South Carolina	2	12	..	..	..	1	1	1	1	..	..	2	1	..	1	..	..	1	1	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..
Georgia	5	62	2	1	1	4	..	5	..	1	3	1	4	..	4	3	2	3	4	4	..	1	4	1	1	1	1	1	..	1	..	..	2	1	2	3
Florida	1	3	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Total	16	312	4	14	11	25	15	11	8	14	18	10	15	5	15	22	14	14	10	7	5	6	11	11	1	3	4	3	2	3	1	3	4	8	8	7
SOUTH CENTRAL																																					
Kentucky	6	95	3	..	4	3	3	7	1	3	7	6	2	6	5	1	..	3	2	3	7	1	2	..	1	3	..	2	4	1	..	1	1	4	3	6
Tennessee	3	27	1	3	..	..	..	..	..	..	1	2	1	1	1	..	2	4	..	1	1	..	5	1	..	..	..	1	1	..	..	..	..	1	..	..
Alabama	2	7	..	..	..	..	1	..	1	..	..	..	..	..	1	1	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	1	..	..
Mississippi	1	21	..	1	1	1	1	3	2	1	..	..	1	..	1	3	..	1	1	..	..	..	1	1	..	1	..	1	..	..	..	..	1	..	..	..
Louisiana	2	32	..	1	7	2	5	2	..	3	2	..	..	..	3	2	..	2	..	1	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..
Texas	4	24	..	1	1	2	1	1	..	7	1	..	..	..	2	..	2	1	..	..	..	..	..	..	1	2	..	1	..	..	..	1	..	..	..	..
Arkansas	2	33	..	..	..	1	4	6	2	3	5	2	1	1	..	..	..	..	..	..	..	1	4	1	1	..	..	..	..	..	1	..	..	..	..	..
Oklahoma	1	5	..	..	..	..	..	1	..	..	1	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..
Total	21	244	4	6	13	9	15	20	6	17	17	10	6	8	14	7	4	11	3	4	10	2	13	2	4	5	..	6	7	1	1	2	2	6	3	6

TABLE 1.—*Concluded*

States	No. Cities Reptg.	Total No. of Teachers Accounted for	Number Who Have Taught																																				
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31-35 Yrs.	36-39 Yrs.	40 or Over
NORTH CENTRAL....	28	573	2	7	11	19	15	16	25	12	27	23	36	13	25	12	20	22	14	16	23	21	16	11	12	13	13	15	13	14	13	8	16	26	19	25
Ohio	18	282	4	4	5	14	10	11	13	9	10	24	14	13	15	10	22	10	6	6	8	5	9	3	5	4	5	10	3	3	2	3	8	8	3	3
Indiana	19	139	..	7	..	3	6	8	5	5	9	5	7	8	3	6	5	5	2	2	2	2	9	3	7	4	3	2	2	1	5	2	3	4	..	4
Illinois	21	209	4	8	14	13	15	9	9	11	12	1	8	10	8	3	10	7	4	6	6	12	11	3	4	..	2	2	6	1	1	1	1	6	1	..
Michigan	17	267	2	15	17	19	20	15	18	8	14	10	10	7	10	13	4	6	6	6	6	7	6	4	5	1	2	3	4	5	2	1	5	7	3	6
Wisconsin	5	104	1	6	8	4	8	4	2	8	9	3	5	5	3	2	1	2	..	5	2	1	4	2	4	..	..	1	1	5	4	1	2	1	..	..
Minnesota	10	71	1	8	6	4	5	3	3	3	4	6	4	..	1	..	3	1	3	3	3	..	3	..	..	..	1	1	..	..	..	..	1	3	..	1
Iowa	7	189	8	25	17	11	12	15	6	3	1	8	5	6	4	6	4	2	3	2	4	3	2	1	1	2	6	3	5	5	1	..	3	10	1	4
Missouri	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
North Dakota	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
South Dakota	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	1	..	..	..	..	..	..	..	1	..	..
Nebraska	2	20	..	..	3	2	1	1	2	1	3	1	1	..	1	..	..	..	..	..	..	1	8	1	1	1	..	3	3	..	..	1	1	..	..	..
Kansas	6	75	1	2	2	4	5	3	2	2	2	6	3	4	1	1	2	3	4	4	2	3	8	1	1	1	..	3	3	..	..	..	..	..	..	..
Total	133	1,929	23	82	83	93	97	85	85	62	91	87	93	66	71	53	71	58	42	50	56	55	69	28	39	26	32	40	37	34	28	17	40	66	27	43
WESTERN																																				
Montana	3	16	..	..	..	..	1	2	2	1	1	..	1	1	..	1	..	..	1	..	..	1	2	..	..	1	..	..	..	..	1	..	..	..	..	..	..
Wyoming	1	3	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..
Colorado	5	134	1	6	1	2	5	9	8	9	8	10	8	2	7	..	5	6	2	1	9	1	6	3	5	2	1	2	1	7	..	1	1	3	2	..
Utah	1	21	1	1	2	1	..	3	3	..	2	..	3	..	1	..	1	..	1	..	..	..	..	1	..	..	..	1	..	..	..	1	..	..	1	..	..
Washington	2	42	..	..	1	..	2	..	3	..	3	..	2	3	2	2	3	2	2	1	..	4	4	2	1	..	2	1	..	2	1	..	..	1	..	2
Oregon	1	32	..	..	..	..	1	2	..	1	..	3	..	..	1	1	2	2	1	1	1	1	1	2	1	2	2	1	..	2	1	..	..	1	..	1
California	8	170	1	..	4	12	11	6	5	12	11	4	6	11	6	3	4	7	11	6	2	3	5	1	3	3	4	9	4	1	3	..	3	4	4	1
Total	21	418	3	7	8	15	20	22	21	24	25	17	20	17	17	7	15	17	18	9	12	10	18	10	10	8	7	15	6	11	5	2	4	9	6	3
Total for U. S..	333	4,656	54	149	176	212	206	199	200	190	235	173	209	169	170	139	158	141	113	117	127	126	165	95	96	76	81	101	82	78	60	48	83	175	92	161

TABLE 2.—TOTAL LENGTH OF SERVICE (REGARDLESS OF WHERE THE SERVICE HAS BEEN PERFORMED) OF FEMALE TEACHERS IN CITIES OF 8,000 POPULATION OR OVER

States	No. Cities Reptg.	Total No. of Teachers Accounted for	Number Who Have Taught																																		
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31-35 Yrs.	36-39 Yrs.	40 or Over
NORTH ATLANTIC																																					
Maine	4	233	10	23	23	18	12	18	14	11	12	9	5	7	5	2	9	5	1	4	1	6	6	5	8	1	2	1	..	6	1	2	2	2	1	1
New Hampshire	6	386	9	27	35	28	34	21	13	28	10	13	15	13	12	14	14	15	11	6	5	7	7	3	5	4	4	6	4	6	1	5	..	3	..	3
Vermont	1	71	1	6	2	4	5	5	4	4	2	2	3	4	1	3	1	1	3	4	1	1	2	1	2	1	4	1	1	..	..	..	5	..	2	..
Massachusetts	34	6,649	122	274	332	394	441	357	301	361	325	268	324	274	241	244	202	196	172	164	132	124	144	114	96	86	94	74	77	63	49	55	72	253	129	95
Rhode Island	5	921	61	54	57	48	67	39	59	54	59	41	48	22	20	15	24	16	18	23	21	16	19	18	10	7	9	5	7	5	4	8	12	33	11	11
Connecticut	11	985	14	66	64	74	80	72	55	50	51	51	45	34	33	22	36	30	21	21	15	11	21	22	10	10	7	11	7	5	7	5	5	22	3	5
New York	29	3,321	56	114	156	180	183	185	224	191	158	150	143	124	135	131	129	117	80	98	80	83	78	68	52	44	36	39	38	30	30	27	24	87	29	22
New Jersey	20	3,464	139	188	179	239	232	271	197	189	175	141	122	118	102	109	106	83	70	65	56	80	71	54	50	45	48	27	35	26	29	29	26	110	32	21
Pennsylvania	32	3,441	47	167	229	182	259	220	195	196	206	165	181	130	101	119	99	100	85	73	47	69	76	59	59	40	41	35	25	20	22	23	32	91	26	22
Total	142	19,471	459	919	1077	1167	1313	1188	1062	1084	998	840	886	726	650	659	620	563	461	458	358	397	424	344	292	238	245	199	194	161	143	154	178	601	233	180
SOUTH ATLANTIC																																					
Maryland	1	19	2	2	1	3	..	1	1	..	3	..	..	..	..	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..
Dist. of Columbia	1	1,199	10	90	85	86	91	67	69	65	37	46	67	47	55	36	44	26	20	25	17	22	13	18	11	22	14	12	17	11	9	9	5	35	12	6
Virginia	3	331	24	15	22	18	8	16	20	16	14	15	9	14	7	16	14	12	19	10	3	4	8	9	2	2	2	6	1	4	4	2	3	12	..	..
West Virginia	1	141	5	3	8	2	18	4	4	6	7	3	9	7	19	3	6	4	3	5	2	2	4	1	2	2	6	..	2	1	..	..	1	..	..	..
North Carolina	2	61	2	3	4	4	5	5	3	1	3	3	4	4	4	1	1	3	2	..	..	1	2	..	2	..	..	..	..	..	1	..	1	..	1	1
South Carolina	2	72	..	3	10	5	6	12	2	5	5	1	2	3	7	4	4	..	..	..	..	1	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..
Georgia	5	660	7	46	45	62	54	32	49	35	42	27	35	20	38	22	26	13	18	12	12	6	17	3	3	5	8	1	..	4	4	1	4	6	2	1
Florida	1	17	..	..	2	..	2	1	1	..	..	..	..	..	1	..	..	..	..	..	..	..	4	..	1	4	1	..	..	..	..	..	..	..	..	..	..
Total	16	2,500	50	162	177	180	184	138	149	128	111	95	126	95	131	86	96	58	62	52	34	35	49	31	21	35	28	25	19	21	19	12	14	54	15	8
SOUTH CENTRAL																																					
Kentucky	6	799	26	11	44	37	47	29	43	23	28	23	41	22	52	33	43	20	42	24	33	20	17	11	17	15	8	4	11	7	6	3	12	22	18	7
Tennessee	3	160	6	10	14	13	9	9	6	4	5	7	16	2	6	12	2	15	..	1	1	4	8	4	..	..	1	1	..	..	..	..	3	..	..	1
Alabama	2	107	2	11	9	8	9	5	8	5	3	4	8	2	5	3	4	5	2	1	1	2	3	..	1	..	3	..	..	..	..	..	..	2	1	..
Mississippi	1	79	..	9	5	7	5	..	2	2	3	1	1	3	1	1	4	1	1	..	3	1	8	..	11	..	..	2	1	..	..	3	4	..	..	..
Louisiana	2	813	..	90	54	59	35	50	24	44	36	44	37	30	29	28	24	8	10	12	16	6	6	11	2	3	1	9	52	7	6	7	8	30	20	15
Texas	4	146	..	13	5	9	11	17	18	12	17	5	5	8	7	2	3	3	1	1	3	3	2	1	..	..	..	..	..	..	..	..	..	..	..	..
Arkansas	2	79	2	3	9	7	5	10	10	6	2	3	2	5	2	2	3	5	1	..	..	..	..	1	..	..	..	..	..	..	..	1	..	..	..	..
Oklahoma	1	41	..	..	..	6	..	..	..	8	..	11	..	..	10	..	..	3	..	2	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..
Total	21	2,224	36	147	140	146	121	120	111	104	94	98	110	72	112	81	83	60	57	41	57	36	44	28	31	18	13	17	64	14	12	14	27	54	39	23

TABLE 2.—*Concluded*

States	No. Cities Reptg.	Total No. of Teachers Accounted for	Number Who Have Taught																																						
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31-35 Yrs.	36-39 Yrs.	40 or Over
NORTH CENTRAL																																									
Ohio	28	4,909	20	216	261	292	303	227	270	285	295	243	200	150	215	159	174	149	132	139	97	97	110	94	80	80	73	75	56	52	39	44	38	142	48	36
Indiana	18	1,967	36	84	113	141	147	138	114	93	113	103	89	83	69	60	64	71	42	37	42	38	41	23	36	22	30	24	17	18	14	10	12	32	5	6
Illinois	19	1,353	15	76	79	92	95	98	80	76	67	74	61	43	58	41	33	50	46	29	37	27	28	19	18	15	14	13	8	4	10	8	11	18	7	3
Michigan	21	2,693	72	127	177	200	200	174	202	163	125	120	115	113	116	89	88	72	57	63	49	48	47	30	37	29	18	27	20	16	14	14	17	41	10	3
Wisconsin	17	2,027	35	119	159	161	128	171	147	139	114	82	93	68	81	52	51	59	49	41	56	36	41	18	22	18	9	14	12	14	7	8	8	10	3	2
Minnesota	5	1,838	36	37	65	85	121	119	116	130	111	104	93	99	87	66	67	50	52	45	53	40	41	29	..	20	25	21	15	19	17	11	8	22	3	1
Iowa	10	1,052	8	41	69	67	72	82	63	71	63	64	51	30	55	40	37	23	30	31	23	18	20	13	1	10	9	7	6	5	3	4	7	14	3	..
Missouri	7	2,269	75	155	183	176	117	130	75	113	86	87	78	82	105	92	64	72	33	47	49	33	48	45	32	29	12	33	28	39	15	13	18	62	25	18
Nebraska	2	300	..	15	27	22	17	20	16	18	18	25	20	14	8	15	9	10	13	6	4	3	4	4	1	3	3	1	1	2	..	..	1	..	..	..
Kansas	6	557	2	27	51	42	30	29	45	38	31	28	25	23	30	19	28	21	9	12	11	9	15	3	3	2	6	7	1	2	1	..	3	2	1	1
Total	133	18,965	308	897	1184	1278	1230	1188	1128	1126	1023	930	825	714	824	633	615	577	463	450	421	349	395	278	263	237	199	222	164	171	120	112	123	343	105	70
WESTERN																																								
Montana	3	160	2	12	10	6	12	15	16	7	11	8	9	7	4	3	7	9	4	6	3	3	2	..	..	2	1	1	..	..	..	..	..	..	..	..
Wyoming	1	33	..	1	2	7	1	1	2	1	2	..	..	4	3	2	1	1	2	..	1	..	1	..	..	..	..	..	..	..	..	1	..	..	..	..	..
Colorado	5	1,074	3	37	50	45	57	68	78	65	58	54	72	52	45	37	49	32	31	43	28	19	31	22	12	10	8	6	10	10	5	14	7	12	4	..
Utah	1	87	5	11	8	9	8	11	9	6	5	1	2	1	1	2	1	..	2	..	1	1	2	..	1	..	..	..	..	..	..	..	..	..	..	..
Washington	2	406	..	7	16	20	31	21	28	34	30	30	25	26	14	13	15	16	13	5	9	6	10	6	9	4	4	8	3	..	1	..	1	1	..	..
Oregon	1	337	..	..	18	23	24	26	23	31	23	16	15	8	12	9	10	7	18	10	10	10	7	8	6	3	3	3	4	1	1	2	3	2	..	1
California	8	1,437	18	52	86	88	80	94	86	87	69	81	68	68	61	49	51	40	47	33	39	35	33	29	25	17	12	19	10	11	15	10	7	13	3	1
Total	21	3,534	28	120	190	198	213	236	242	231	198	190	191	166	140	115	134	105	117	97	91	74	86	65	53	36	28	37	27	22	23	26	18	28	7	2
Total for U. S.	333	46,694	881	2245	2768	2969	3061	2870	2692	2673	2424	2153	2138	1773	1857	1574	1548	1363	1160	1098	961	891	998	746	660	564	513	500	468	389	317	318	360	1080	399	283

TABLE 3.—TOTAL LENGTH OF SERVICE (REGARDLESS OF WHERE THE SERVICE HAS BEEN PERFORMED) OF MALE AND FEMALE TEACHERS IN CITIES OF 8,000 POPULATION OR OVER

States	No. Cities Reptg.	Total No. of Teachers Accounted for	Number Who Have Taught																																				
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31-35 Yrs.	36-39 Yrs.	40 or Over
NORTH ATLANTIC																																							
Maine	4	252	10	25	27	18	13	18	14	11	14	9	6	7	7	3	0	5	1	4	1	6	8	6	8	1	2	1	1	6	2	3	2	2	1	1
New Hampshire	6	432	11	28	36	30	36	22	15	31	16	14	17	16	13	15	18	16	13	6	5	10	7	7	5	5	4	7	4	6	1	5	6	3	..	4
Vermont	1	78	1	8	2	4	5	5	4	4	2	2	3	5	1	3	1	1	3	5	1	1	3	1	2	1	5	1	1	..	..	..	..	1	2	..
Massachusetts	34	7,350	126	284	357	413	458	381	327	384	357	286	355	300	262	267	219	212	186	182	153	152	170	130	116	106	114	91	88	78	61	62	87	281	154	142
Rhode Island	5	983	65	56	57	54	68	39	61	55	61	45	50	26	22	17	27	18	21	24	24	16	20	19	10	8	10	6	9	5	4	10	13	36	12	15
Connecticut	11	1,070	16	67	68	84	82	80	62	55	57	51	48	34	36	23	40	31	23	23	15	15	23	25	11	10	9	13	8	7	7	7	6	25	3	6
New York	20	3,565	61	119	169	195	194	195	235	198	162	158	151	132	140	141	140	124	86	107	83	85	85	73	58	48	39	43	30	32	32	31	33	104	36	37
New Jersey	20	3,711	142	195	185	247	245	282	204	205	186	146	135	124	108	113	115	90	75	72	61	88	76	60	52	49	51	32	41	30	33	35	28	126	39	41
Pennsylvania	32	3,783	47	177	237	192	271	227	220	214	227	178	196	146	114	127	105	107	93	82	59	77	86	67	72	44	49	42	33	26	28	25	36	109	34	36
Total	142	21,224	479	959	1138	1237	1372	1249	1142	1157	1082	889	961	799	703	709	674	604	501	505	402	450	478	388	334	272	283	236	224	190	168	178	211	687	281	282
SOUTH ATLANTIC																																							
Maryland	1	21	2	2	1	4	1	1	1	..	3	..	..	..	..	4	1	..	..	..	..	..	.	..	..	..	..	..	..	..	..	..	1	..	..	..
Dist. of Columbia	1	1,374	11	102	91	101	100	70	72	78	51	53	73	51	63	51	54	34	25	27	21	25	18	25	11	22	15	12	17	11	10	11	6	40	16	7
Virginia	3	368	24	16	24	20	9	16	23	16	15	16	11	14	8	18	14	12	19	10	4	5	9	11	2	4	4	7	3	6	4	3	4	13	2	2
West Virginia	1	151	6	3	8	4	18	4	4	6	7	3	10	7	21	3	7	4	3	5	2	3	4	1	2	2	2	6	..	2	1	..	..	2	..	1
North Carolina	2	72	2	3	5	4	6	7	4	1	3	4	4	4	4	2	2	5	2	..	..	1	2	..	2	..	..	1	..	..	1	..	1	..	1	1
South Carolina	2	84	..	3	11	6	7	13	3	5	5	1	4	3	7	5	4	..	1	1	..	..	2	1	..	..	1	..	1	..	..	..	..	..	..	..
Georgia	5	722	9	47	46	66	54	37	49	36	45	28	39	21	42	25	28	16	22	16	12	7	21	4	4	6	9	2	..	5	4	1	6	7	4	4
Florida	1	20	..	..	2	..	4	1	1	..	..	..	..	..	1	..	..	1	..	..	..	..	4	..	1	4	1	..	..	..	..	..	..	..	..	..	..
Total	16	2,812	54	176	188	205	199	149	157	142	129	105	141	100	146	108	110	72	72	59	39	41	60	42	22	38	32	28	21	24	20	15	18	62	23	15
SOUTH CENTRAL																																							
Kentucky	6	894	29	11	48	40	50	36	44	26	35	29	43	28	57	34	43	23	44	27	40	21	19	11	18	18	8	6	15	8	6	4	13	26	21	13
Tennessee	3	187	7	13	14	13	9	9	6	4	6	9	17	3	7	12	4	10	..	2	2	4	13	5	..	..	1	2	1	..	..	..	3	1	..	1
Alabama	2	114	2	11	9	8	10	5	9	5	3	4	8	2	6	4	4	5	2	1	2	2	4	..	1	..	3	..	..	..	..	..	..	3	1	..
Mississippi	1	100	..	10	6	8	6	3	4	3	3	1	2	3	2	4	4	2	2	..	3	1	9	..	12	..	..	3	1	..	..	3	5	..	..	..
Louisiana	2	845	..	91	61	61	40	52	24	47	38	44	37	30	32	30	24	10	10	12	17	6	6	11	2	3	1	9	54	7	6	7	8	30	20	15
Texas	4	170	..	14	6	11	12	18	18	19	18	5	5	8	9	2	5	4	1	1	3	3	2	1	1	2	..	1	..	..	..	1	1	..	..	..
Arkansas	2	112	2	3	9	8	9	16	12	9	7	5	3	6	2	2	3	5	1	..	..	1	4	2	1	..	..	..	..	..	..	..	..	..	..	..
Oklahoma	1	46	..	..	..	6	..	1	..	8	1	11	1	..	11	..	..	3	..	2	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..
Total	21	2,468	40	153	153	155	136	140	117	121	111	108	116	80	126	88	87	71	60	45	67	38	57	30	35	23	13	23	71	15	13	16	29	60	42	29

TABLE 3.—*Concluded*

States	No. Cities Reptg.	Total No. of Teachers Accounted for	Number Who Have Taught																																				
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31-35 Yrs.	36-39 Yrs.	40 or Over
NORTH CENTRAL																																							
Ohio	28	5,482	31	223	272	311	318	243	295	297	322	266	236	172	240	171	194	171	146	155	120	118	126	105	92	93	86	90	69	66	52	52	54	168	67	61
Indiana	18	2,249	40	88	118	155	157	149	127	102	123	127	103	96	84	70	86	81	48	43	50	43	50	26	41	26	35	34	20	21	16	13	20	40	8	9
Illinois	19	1,492	15	83	79	95	101	106	85	81	76	79	68	51	61	47	38	55	48	31	39	29	37	22	25	19	17	15	10	5	15	10	14	22	7	7
Michigan	21	2,902	76	135	191	213	215	183	211	174	137	121	123	123	124	92	98	79	61	69	55	60	58	33	41	29	20	29	26	17	15	15	18	47	11	3
Wisconsin	17	2,294	37	134	176	180	148	186	165	147	128	92	103	75	91	65	55	65	55	47	62	43	47	22	27	19	11	17	16	19	9	9	13	17	6	8
Minnesota	5	1,942	37	43	73	89	129	123	118	138	120	107	98	104	90	68	68	52	52	50	55	41	45	31	25	29	25	22	16	24	21	12	10	23	3	1
Iowa	10	1,123	9	49	75	71	77	85	66	74	67	70	55	30	56	40	40	24	33	34	26	18	23	13	13	10	10	8	6	5	3	4	8	17	3	1
Missouri	7	2,458	83	180	200	187	129	145	81	116	87	95	83	88	109	98	68	74	36	49	53	36	50	46	35	31	18	36	33	44	16	13	21	72	26	22
Nebraska	2	320	..	15	30	24	18	21	18	19	21	26	21	14	9	15	9	10	13	6	4	4	5	4	1	4	3	1	1	2	..	..	1	1	..	..
Kansas	6	632	3	29	53	46	35	32	47	40	33	34	28	27	31	20	30	24	13	16	13	12	23	4	4	3	6	10	4	2	1	1	4	2	1	1
Total	133	20,894	331	979	1267	1371	1327	1273	1213	1188	1114	1017	918	780	895	686	686	635	505	500	477	404	464	306	302	263	231	262	201	205	148	129	163	409	132	113
WESTERN																																							
Montana	3	176	2	12	10	6	13	17	18	8	12	8	10	8	4	4	7	9	5	6	3	4	4	..	..	3	1	1	..	1	..	..	..	..	..	..
Wyoming	1	36	..	1	2	7	1	1	2	2	2	..	..	4	3	2	1	1	2	..	1	..	1	1	..	..	..	..	..	..	2	..	..	..	..	..	..
Colorado	5	1,208	4	43	51	47	62	77	36	74	66	64	80	54	52	37	54	38	33	44	37	20	37	25	17	12	0	8	11	17	5	15	8	15	6	..
Utah	1	108	6	12	10	10	8	14	12	6	7	1	5	1	2	2	2	..	3	..	1	1	2	1	1	..	..	1	..	..	..	..	..	..	..	..
Washington	2	448	..	7	17	20	33	21	31	34	33	30	27	29	16	15	18	18	15	6	9	10	14	8	10	4	4	10	4	..	1	1	1	2	..	..
Oregon	1	369	..	..	18	23	25	28	23	32	23	19	15	8	13	10	12	9	19	11	11	11	8	10	7	5	5	4	4	3	2	2	3	3	..	3
California	8	1,607	19	52	90	100	91	100	91	99	80	85	74	79	67	52	55	47	58	39	41	38	38	30	28	20	16	28	14	12	18	10	10	17	7	2
Total	21	3,952	31	127	198	213	233	258	263	255	223	207	211	183	157	122	149	122	135	106	103	84	104	75	63	44	35	52	33	33	28	28	22	37	13	5
Total for U. S.	333	51,350	935	2394	2944	3181	3267	3069	2892	2863	2659	2326	2347	1942	2027	1713	1706	1504	1273	1215	1088	1017	1163	841	756	640	594	601	550	467	377	366	443	1255	491	444

TABLE 4.—LENGTH OF SERVICE IN THEIR PRESENT LOCATIONS OF MALE TEACHERS IN CITIES OF 8,000 POPULATION OR OVER

States	No. Cities Reptg.	Total No. of Teachers Accounted for	Number Who Have Taught																																		
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31–35 Yrs.	36–39 Yrs.	40 or Over
North Atlantic																																					
Maine	5	22	2	4	5	1	1	..	..	..	2	2	1	1	..	..	..	..	..	..	1	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..
New Hampshire	8	55	6	5	3	3	3	4	3	3	3	1	3	3	4	1	1	1	4	..	..	..	..	1	..	1	..	1	..	..	..	..	..	1	..	..
Vermont	1	7	..	2	..	1	1	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..
Massachusetts	39	745	24	52	59	51	36	38	37	31	39	34	24	39	16	16	18	17	7	17	17	11	12	13	11	9	8	12	8	10	5	6	9	30	17	12
Rhode Island	7	82	7	4	1	9	7	3	6	2	1	5	5	4	2	1	2	4	1	..	1	..	..	..	2	..	2	2	2	1	..	2	..	2	1	3
Connecticut	12	82	12	5	10	5	7	5	3	0	4	4	5	1	3	1	1	2	..	1	2	..	2	1	..	..	..	..	..	..	..	..	..	2	..	..
New York	34	296	17	30	38	25	18	12	14	8	5	10	3	10	11	2	10	5	7	6	3	1	4	3	2	4	3	..	3	5	2	3	3	10	13	6
New Jersey	21	255	17	28	24	13	20	23	15	11	6	8	8	9	5	5	4	6	4	3	3	2	5	2	4	2	5	3	1	1	..	..	2	7	7	2
Pennsylvania	41	434	2	33	37	25	31	12	30	28	14	11	16	15	14	10	6	9	5	7	16	5	9	6	10	6	9	5	3	5	8	7	8	15	5	6
Total	168	1,978	87	163	177	133	124	97	109	89	74	75	65	83	55	42	42	44	28	34	43	19	33	27	29	22	28	23	17	22	15	18	22	67	43	29
South Atlantic																																					
Maryland	2	106	1	7	8	10	7	15	4	2	8	2	3	3	5	7	2	8	7	2	2	1	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..
Dist. of Columbia	1	175	1	16	9	16	9	6	1	13	10	11	4	6	9	13	8	6	7	1	4	3	4	6	..	..	..	..	..	2	3	2	..	4	1	..
Virginia	4	54	1	2	6	4	5	5	1	2	3	..	1	2	..	1	1	1	2	..	..	1	2	2	..	2	2	1	1	2	..	..	1	3	..	..
West Virginia	2	48	1	9	6	7	3	6	..	1	2	4	2	1	1	3	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
North Carolina	2	11	..	3	1	2	1	3	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
South Carolina	2	12	..	1	3	1	2	2	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..
Georgia	5	63	2	6	5	8	3	1	..	..	4	2	3	1	6	..	1	2	2	2	..	2	5	..	..	2	..	..	..	..	1	2	2	..	1
Florida	1	3	..	..	..	..	1	..	..	..	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Total	19	472	6	44	36	48	31	38	6	18	27	20	14	14	21	24	12	20	18	5	6	8	11	9	..	5	3	1	1	4	3	3	3	9	1	1
South Central																																					
Kentucky	6	96	14	3	7	4	5	6	10	5	5	2	3	2	3	2	1	2	..	3	2	1	1	1	1	..	..	1	1	1	..	2	1	2	2	3
Tennessee	4	64	6	11	7	5	4	1	3	1	1	1	1	2	1	2	1	2	6	1	..	..	7	..	..	..	1	1	..	..	..	..	..	1	..	..
Alabama	3	9	..	1	1	2	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..
Mississippi	1	21	..	2	2	1	2	2	2	1	1	2	..	..	1	1	..	1	1	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..
Louisiana	2	32	..	1	7	2	5	2	..	3	2	..	..	..	3	2	..	2	..	..	1	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..
Texas	6	73	1	13	7	3	5	4	2	3	4	3	5	2	2	4	1	2	3	..	..	1	2	..	1	1	1	..	..	..	..	1	1	1	..	..
Arkansas	2	33	..	6	4	3	2	2	6	1	3	..	..	4	..	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Oklahoma	1	5	..	1	..	..	1	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Total	25	333	21	38	35	20	24	19	23	16	16	8	10	9	11	10	4	14	5	3	3	3	12	1	3	1	2	2	3	1	2	3	2	4	2	3

TABLE 4.—*Concluded*

States	No. Cities Repng.	Total No. of Teachers Accounted for	Number Who Have Taught																																		
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31-35 Yrs.	36-39 Yrs.	40 or Over
NORTH CENTRAL																																					
Ohio	29	617	19	35	66	80	31	27	46	26	25	36	27	14	18	12	16	17	7	11	10	9	7	9	9	6	7	10	2	2	4	2	5	11	9	1
Indiana	20	321	16	49	40	23	23	17	22	11	7	13	13	5	4	13	4	8	6	4	5	4	3	3	3	1	2	6	2	1	..	4	2	4	2	2
Illinois	22	161	10	26	21	14	13	9	3	3	10	3	6	6	4	5	1	1	1	1	3	3	3	2	3	3	2	..	..	..	2	..	2	..	..	1
Michigan	21	209	19	27	26	26	16	21	16	9	8	6	4	7	4	3	3	..	2	3	..	2	1	1	1	..	..	..	1	..	..	1	..	..	1	..	..
Wisconsin	18	271	16	30	37	27	17	11	13	11	10	5	10	7	4	7	8	4	9	..	1	5	2	4	5	1	1	..	3	2	..	2	2	7	..	1
Minnesota	5	104	2	21	18	9	12	4	1	1	2	1	2	3	5	3	1	3	1	2	4	2	4	5	2	1	1	..	3	2	..	2	2	7	..	1
Iowa	11	83	1	22	10	4	5	5	7	1	2	5	2	..	1	1	1	1	..	..	1	1	1	1	1	..	..	1	..	..	..	1	1	2	4	1
Missouri	8	289	11	39	31	25	18	25	11	16	7	11	5	7	4	4	5	7	2	5	2	2	4	4	2	2	7	2	3	6	1	1	4	10	2	4
Nebraska	2	20	1	4	5	3	1	..	2	..	1	1	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Kansas	7	81	4	12	9	8	3	8	3	1	1	3	1	1	4	2	6	1	2	4	2	..	1	2	2	1	..	..	..	..	..	..	..	..	..	..	..
Total	143	2,156	99	274	263	219	139	127	124	79	73	84	70	51	49	50	45	42	30	30	28	26	26	26	25	14	20	22	10	12	9	10	17	36	17	10
WESTERN																																					
Montana	3	16	1	8	2	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Wyoming	1	4	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Colorado	5	132	3	20	19	19	7	11	7	6	4	5	3	1	4	4	3	..	4	4	1	1	..	2	2	..	1	1	..	..	..	..	..	..	..	..
Utah	1	21	1	4	6	..	..	1	3	1	..	..	1	..	1	1	3	..	1	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..
Washington	3	48	1	9	6	7	3	6	..	1	2	4	2	1	1	3	..	1	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	1	..	..
Oregon	1	32	..	2	3	3	1	1	1	2	4	4	3	1	2	2	4	5	..	3	3	1	2	1	2	1	..	2	..	..	..	..	..	..	..	..	..
California	10	198	12	44	21	10	16	12	7	9	11	10	9	3	2	2	4	5	..	3	3	1	2	1	2	1	..	2	..	..	..	..	..	..	1	..	..
Total	24	451	18	89	57	46	28	32	18	19	21	23	18	6	9	12	8	7	4	7	5	5	4	4	5	1	1	3	..	..	..	..	..	1	..	..
Total for U. S.	379	5,390	231	608	570	466	346	313	280	221	211	210	177	163	145	138	111	127	85	79	85	61	86	67	62	43	54	51	31	39	29	34	44	117	63	43

TABLE 5.—LENGTH OF SERVICE IN THEIR PRESENT LOCATIONS OF FEMALE TEACHERS IN CITIES OF 8,000 POPULATION OR OVER

States	No. Cities Reptg.	Total No. of Teachers Accounted for	Number Who Have Taught																																						
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31-35 Yrs.	36-39 Yrs.	40 or Over
North Atlantic																																									
Maine	5	279	14	36	29	27	14	23	16	12	8	10	10	8	8	1	10	4	1	6	5	3	6	4	5	2	2	..	1	4	2	2	2	2	1	1
New Hampshire	8	505	14	55	49	40	35	36	26	31	22	19	22	18	13	12	18	14	7	8	3	11	5	..	7	4	4	6	4	3	1	4	4	4	1	3
Vermont	1	71	2	4	6	7	5	8	5	2	4	2	3	2	1	3	1	..	2	1	2	..	2	3	1	1	..	1	..	..	2	..	..	1	..	..
Massachusetts	39	7,180	266	572	620	540	550	381	333	391	298	295	282	258	214	197	149	154	145	127	103	116	117	97	86	66	73	66	68	50	39	53	63	248	100	63
Rhode Island	7	1,143	79	97	73	68	81	51	95	60	77	43	45	28	29	24	27	21	16	24	19	21	21	19	9	7	9	5	9	6	4	9	12	33	11	11
Connecticut	12	1,058	52	114	99	70	87	80	52	54	48	53	42	30	31	24	23	23	16	21	17	7	22	14	10	8	7	6	5	7	5	5	7	12	4	3
New York	34	4,028	163	307	338	266	249	238	236	217	169	160	116	117	145	140	134	107	83	83	75	76	70	62	49	45	32	27	45	31	23	32	28	105	33	27
New Jersey	21	3,556	224	337	332	278	272	267	183	151	132	135	88	99	92	87	84	68	56	57	53	55	68	47	43	34	35	29	23	21	24	27	23	93	26	13
Pennsylvania	41	4,457	70	340	349	288	347	316	240	236	240	193	195	140	133	140	131	117	98	75	62	67	67	64	74	44	44	41	24	30	33	32	39	114	30	26
Total	168	22,277	884	1862	1895	1584	1640	1400	1195	1154	1007	910	803	700	666	628	577	508	424	402	339	356	378	312	284	211	206	181	179	152	133	164	178	612	206	147
South Atlantic																																								
Maryland	2	186	5	23	28	18	16	27	6	7	10	6	8	4	8	2	3	6	4	2	1	1	..	..	..	..	..	..	..	..	..	..	1	..	..	..
Dist. of Columbia	1	1,199	20	104	103	90	96	69	67	49	35	44	68	47	50	36	41	24	21	23	16	19	15	17	11	18	14	8	13	11	11	5	2	37	10	5
Virginia	4	421	28	30	37	31	6	21	27	19	12	19	13	29	7	18	14	13	23	10	8	4	5	8	..	4	2	8	1	4	2	2	2	12	1	1
West Virginia	2	443	13	65	72	53	47	29	28	22	24	14	10	7	13	12	16	7	5	..	1	1	1	2	..	1	..	..	..	..	..	..	..	..	..	..
North Carolina	2	61	8	6	10	8	5	13	..	2	1	1	1	2	..	1	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
South Carolina	2	72	1	11	15	8	5	10	6	4	3	2	..	1	1	2	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Georgia	5	658	12	68	56	69	49	46	37	34	35	30	22	25	36	27	33	12	13	7	9	5	12	..	1	5	6	1	2	4	3	2	2	3	..	..
Florida	1	17	..	...	2	..	2	1	1	..	..	..	..	..	1	..	..	..	..	..	..	..	4	..	1	4	7	..	..	..	..	..	..	..	..	..
Total	19	3,057	87	307	323	277	226	216	172	137	120	116	122	115	116	97	99	63	67	43	35	31	38	27	13	32	23	17	16	19	16	9	7	54	11	6
South Central																																								
Kentucky	6	798	41	17	52	43	49	26	43	20	28	24	28	43	41	35	30	26	31	35	20	19	16	13	14	13	6	5	11	5	7	1	13	19	17	7
Tennessee	4	353	34	24	30	22	21	16	15	7	15	6	18	6	19	23	11	17	13	14	5	9	3	3	6	2	3	2	3	2	2	1	..	.	..	..
Alabama	3	132	2	35	8	7	6	5	8	3	6	8	7	7	2	7	3	1	2	1	2	1	1	3	4	1	..	1	..	..	..	..	..	..	..	1
Mississippi	1	79	..	9	7	7	1	3	2	1	3	1	3	2	3	4	2	1	1	..	3	1	8	..	17	..	..	..	..	..	..	..	..	..	..	..
Louisiana	2	813	..	90	54	59	29	54	26	44	36	44	37	30	29	28	24	8	10	12	16	6	6	11	2	3	1	9	52	7	6	7	8	30	20	15
Texas	6	284	2	44	37	35	25	33	13	14	16	6	5	9	12	6	2	3	5	3	4	3	5	..	..	2	..	..	..	..	..	..	..	..	..	..
Arkansas	2	79	2	8	13	8	4	12	6	6	5	1	3	4	2	1	2	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Oklahoma	1	41	..	4	5	10	3	8	1	..	6	2	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Total	25	2,579	81	231	206	191	138	157	114	95	115	92	102	101	108	105	74	57	62	65	50	40	39	30	43	21	10	17	66	14	15	9	21	49	37	24

TABLE 5.—*Concluded*

States	No. Cities Repŧg.	Total No. of Teachers Accounted for	Number Who Have Taught																																		
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31–35 Yrs.	36–39 Yrs.	40 or Over
NORTH CENTRAL																																					
Ohio	29	3,296	78	419	443	421	379	302	264	301	268	269	210	173	194	144	160	152	107	123	97	94	95	64	73	57	47	54	44	38	29	31	28	93	31	14
Indiana	20	2,271	70	248	261	201	174	152	124	107	82	95	89	74	64	47	44	51	34	28	37	34	29	18	25	25	22	26	15	15	12	13	15	32	4	4
Illinois	22	1,530	45	177	144	126	121	115	97	66	66	76	72	44	41	35	33	43	31	25	23	17	17	13	11	15	13	11	5	5	5	7	8	19	2	2
Michigan	21	2,695	132	258	283	230	211	179	147	124	107	112	84	91	107	99	73	55	46	49	45	33	34	22	26	23	17	15	10	11	12	13	10	29	5	3
Wisconsin	18	2,068	103	266	258	175	127	156	139	104	100	79	73	60	72	41	48	34	29	27	33	22	27	11	12	12	11	7	10	10	4	4	5	6	1	2
Minnesota	5	1,838	37	207	200	166	166	111	97	75	86	76	86	65	59	43	62	40	45	30	36	28	39	14	10	9	12	7	2	6	3	4	8	8	1	..
Iowa	11	1,156	25	138	123	117	77	64	48	65	62	43	42	37	50	34	32	24	22	21	26	17	20	10	8	7	7	4	7	3	1	5	3	11	3	..
Missouri	8	2,889	84	236	260	244	171	185	119	145	133	89	101	104	113	101	90	81	40	60	55	39	49	53	34	34	14	30	28	42	18	14	19	61	26	17
Nebraska	2	300	5	47	41	34	45	29	17	11	13	11	12	8	4	6	4	5	2	1	1	..	..	1	..	2	1	..	..	..	..	..	..	..	..	..	..
Kansas	7	604	15	95	79	59	46	31	37	36	26	19	17	19	18	13	18	17	11	9	11	3	3	4	..	5	3	2	3	1	..	1	1	2	..	..
Total	143	2,0647	594	2091	2092	1773	1517	1324	1089	1034	943	869	786	675	722	563	564	502	367	373	364	287	313	210	199	189	147	156	124	131	84	92	97	261	73	42
WESTERN																																					
Montana	3	160	9	40	36	19	9	10	9	9	1	2	5	3	2	2	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Wyoming	1	32	3	7	4	5	1	3	2	1	2	..	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Colorado	5	1,074	17	145	158	124	106	75	76	54	47	32	36	28	31	23	20	21	8	15	5	11	10	11	3	4	5	4	2	..	1	1	..	1	1	..
Utah	1	87	5	20	10	9	10	10	9	3	3	1	2	..	2	..	2	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..
Washington	3	443	13	65	72	53	47	29	28	22	24	14	10	7	13	12	16	7	5	..	1	1	1	2	..	1	..	..	..	..	..	..	..	..	..	..	..
Oregon	1	337	8	34	34	41	22	18	29	29	17	15	10	14	17	9	5	6	3	5	6	4	1	2	1	2	2	1	..	1	..	..	1	..	..	..	..
California	10	1,632	83	217	187	154	120	107	77	102	84	74	57	47	46	33	44	36	21	21	19	9	15	19	9	10	8	10	6	2	6	2	2	5	..	..
Total	24	3,765	138	528	501	405	315	252	230	220	178	138	120	102	112	79	89	72	37	41	31	25	27	34	14	17	15	15	8	3	7	3	3	6	..	..
Total for U. S.	379	52,325	1784	5019	5017	4230	3836	3349	2800	2640	2363	2125	1933	1693	1724	1472	1403	1202	957	924	819	739	795	613	553	470	401	386	393	319	255	277	306	982	327	219

TABLE 6.—LENGTH OF SERVICE OF MALE AND FEMALE TEACHERS IN THEIR PRESENT LOCATIONS IN CITIES OF 8,000 POPULATION OR OVER

States	No. Cities Reptg.	Total No. of Teachers Accounted for	Number Who Have Taught																																				
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31-35 Yrs.	36-39 Yrs.	40 or Over
North Atlantic																																							
Maine	5	301	16	40	34	28	15	23	16	12	10	12	11	9	8	1	10	4	1	6	6	3	7	5	5	2	2	..	1	4	2	2	2	2	1	1
New Hampshire	8	560	20	60	52	43	38	40	29	34	25	20	25	21	17	13	19	15	11	8	3	11	5	3	7	5	4	7	4	3	1	4	4	5	1	3
Vermont	1	78	2	6	6	8	6	8	6	2	4	2	3	3	1	3	1	..	2	1	2	..	2	3	1	1	1	1	..	..	2	..	..	1	..	..
Massachusetts	39	7,925	290	624	679	591	586	419	370	422	337	329	306	297	230	213	167	171	152	144	120	127	120	110	97	75	81	78	76	60	44	59	72	278	117	75
Rhode Island	7	1,225	86	101	74	77	88	54	101	62	78	48	50	32	31	25	29	25	17	24	20	21	21	19	11	7	11	7	11	7	4	11	12	35	12	14
Connecticut	12	1,140	64	119	109	75	94	85	55	60	52	57	47	31	34	25	24	25	16	22	19	7	24	15	10	8	7	6	5	..	5	5	7	14	4	3
New York	34	4,324	180	337	376	291	267	250	250	225	174	170	119	127	156	142	144	112	90	89	78	77	74	65	51	49	35	27	48	36	25	35	31	115	46	33
New Jersey	21	3,811	241	365	356	291	292	290	198	162	138	143	96	108	97	92	88	74	60	60	56	57	73	49	47	36	40	32	24	22	24	27	25	100	33	15
Pennsylvania	41	4,891	72	373	386	313	378	328	279	264	263	224	211	155	147	156	137	126	103	82	78	72	76	70	84	50	53	46	27	35	41	39	47	129	35	32
Total	168	24,255	971	2025	2072	1717	1764	1497	1304	1243	1081	985	868	783	721	670	619	552	452	436	382	375	411	339	313	233	234	204	196	174	148	182	200	679	249	176
South Atlantic																																							
Maryland	2	292	6	30	36	28	23	42	10	9	18	8	11	7	13	9	5	14	11	4	3	2	..	..	..	1	1	..	..	..	..	..	1	..	..	..
Dist. of Columbia	1	1,374	21	120	112	106	105	75	68	62	45	55	72	53	59	49	49	30	28	24	20	22	19	23	11	18	14	8	13	13	14	7	2	41	11	5
Virginia	4	475	20	32	43	35	11	26	28	21	15	19	14	31	7	19	15	14	25	10	8	5	7	10	..	6	4	9	2	6	2	2	3	15	1	1
West Virginia	2	491	14	74	78	60	50	35	28	23	26	18	12	8	14	15	16	8	5	..	1	2	1	2	..	1	..	..	..	..	..	..	..	..	..	..
North Carolina	2	72	8	9	11	10	6	16	..	2	1	1	1	3	..	1	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
South Carolina	2	84	1	12	18	9	7	12	6	4	3	3	..	1	1	1	2	1	..	..	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..
Georgia	5	721	14	74	61	77	52	47	37	34	39	32	25	26	42	27	24	14	15	9	9	7	17	..	1	7	6	1	2	4	3	3	4	7	..	1
Florida	1	20	..	..	2	..	3	1	1	..	..	..	1	..	1	..	..	1	..	..	..	..	4	..	1	4	1	..	..	..	..	..	..	..	..	..
Total	19	3,529	93	351	361	325	257	254	178	155	147	136	136	129	137	121	111	83	85	48	41	39	49	36	13	37	26	18	17	23	19	12	10	63	12	7
South Central																																							
Kentucky	6	894	55	20	59	47	54	32	53	25	33	26	31	45	44	37	31	28	31	38	22	20	17	14	15	13	6	6	12	6	7	3	14	21	19	10
Tennessee	4	417	40	35	37	27	25	17	18	8	16	7	19	7	21	24	13	23	14	14	5	9	10	3	6	2	4	3	3	2	2	1	..	1	..	1
Alabama	3	141	2	36	9	9	6	5	8	4	6	8	8	7	2	7	3	1	2	1	2	1	9	..	18	..	..	..	..	..	2	..	..	..	..	..
Mississippi	1	100	..	11	9	8	3	5	4	2	4	3	3	2	4	5	2	2	2	..	3	1	9	..	18	..	..	..	..	..	..	..	..	..	..	..
Louisiana	2	845	..	91	61	61	34	56	26	47	38	44	37	30	32	30	24	10	10	12	17	6	6	11	2	3	1	9	54	7	6	7	8	30	20	15
Texas	6	357	3	57	44	38	30	37	15	17	20	9	10	11	14	10	3	5	8	3	4	4	7	..	1	3	1	..	..	..	..	1	1	1	..	..
Arkansas	2	112	2	14	17	11	6	14	12	7	8	1	3	8	2	1	2	2	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..
Oklahoma	1	46	..	5	5	10	4	10	1	1	6	2	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Total	25	2,912	102	269	241	211	162	176	137	111	131	100	112	110	119	115	78	71	67	68	53	43	51	31	46	22	12	19	69	15	17	12	23	53	39	27

TABLE 6.—*Concluded*

States	No. Cities Reptg.	Total No. of Teachers Accounted for	Number Who Have Taught																																					
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31–35 Yrs.	36–39 Yrs.	40 or Over
NORTH CENTRAL																																								
Ohio	29	5,913	97	454	509	501	410	329	310	327	293	305	237	187	212	156	176	169	114	134	107	103	102	73	82	63	54	64	46	40	33	33	33	104	40	16
Indiana	20	2,592	86	297	301	224	197	169	146	118	89	108	102	79	68	60	48	59	40	32	42	38	32	21	28	26	24	32	17	16	12	17	17	36	6	5
Illinois	22	1,691	55	203	165	140	134	124	100	69	76	79	78	50	45	40	34	44	32	26	26	20	20	15	14	18	15	11	5	5	7	7	10	19	2	3
Michigan	21	2,904	151	285	309	256	227	200	163	133	115	118	88	98	111	102	76	55	48	52	45	35	35	23	26	23	17	18	10	11	13	13	10	30	5	3
Wisconsin	18	2,339	119	305	295	202	144	167	152	115	110	84	83	67	76	48	56	38	38	27	34	27	29	15	17	13	12	7	13	12	4	6	7	13	1	3
Minnesota	5	1,942	39	228	218	175	178	115	98	76	88	77	88	68	64	46	63	43	46	32	40	28	40	15	11	9	13	8	2	7	4	4	9	9	1	..
Iowa	11	1,239	26	160	133	121	82	69	55	66	64	48	44	37	51	35	33	25	22	21	27	18	24	10	8	7	7	4	7	3	1	6	4	13	7	1
Missouri	8	3,178	95	275	291	269	189	210	130	161	140	100	106	111	117	105	95	88	42	65	57	41	53	57	56	36	21	32	31	48	19	15	23	71	28	21
Nebraska	2	320	6	51	46	37	46	29	19	11	14	12	12	9	5	6	4	5	2	1	1	..	..	1	..	2	1	..	..	..	..	..	..	..	..	..	..	..
Kansas	7	685	19	107	88	67	49	39	40	37	27	22	18	20	22	15	24	18	13	13	13	3	4	6	2	6	3	2	3	1	..	1	1	2	..	..
Total	143	22,803	693	2365	2355	1992	1656	1451	1213	1113	1016	953	856	726	771	613	609	544	397	403	392	313	339	236	224	203	167	178	134	143	93	102	114	297	90	52
WESTERN																																								
Montana	3	176	10	48	38	20	10	11	9	9	1	2	5	3	2	2	2	2	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Wyoming	1	36	3	9	4	5	1	3	2	1	2	..	..	3	1	..	0	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Colorado	5	1,206	20	165	177	143	113	86	83	60	51	37	39	29	35	27	23	21	12	19	6	12	10	13	5	4	6	5	2	..	1	1	..	1	..	..	..	..
Utah	1	108	6	24	16	9	10	11	12	4	3	1	3	..	2	3	2	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Washington	3	491	14	74	78	60	50	35	28	23	26	18	12	8	14	15	16	8	5	..	1	2	1	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Oregon	1	369	8	36	37	44	23	19	30	31	21	19	13	15	19	9	6	7	3	5	7	4	1	3	1	2	2	1	..	1	..	..	1	1	..	..	..	..	..	..
California	10	1,830	95	261	208	170	136	119	84	111	95	84	66	50	48	35	48	41	21	24	22	10	17	20	11	11	8	12	6	2	6	2	2	5	..	..
Total	24	4,216	156	617	558	451	343	284	248	239	199	161	138	108	121	91	97	79	41	48	36	30	31	38	19	18	16	18	8	3	7	3	3	7	..	..
Total for U. S.	379	57,715	2015	5627	5587	4696	4182	3662	3080	2861	2574	2335	2110	1856	1869	1610	1514	1329	1042	1003	904	800	881	680	615	513	455	437	424	358	284	311	350	1099	390	262

TABLE 7.—TOTAL LENGTH OF SERVICE (REGARDLESS OF WHERE THE SERVICE HAS BEEN PERFORMED) OF TEACHERS IN 27 OF THE 39 CITIES IN THE UNITED STATES OF 100,000 POPULATION OR OVER

Cities	Population 1903	Total No. of Teachers Accounted for	Number Who Have Taught																																		
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31-35 Yrs.	36-39 Yrs.	40 or Over
Boston Mass.	594,618	2,186	17	82	103	106	146	86	78	92	88	64	71	84	63	68	68	55	64	47	49	53	54	42	42	52	41	37	33	25	19	26	30	122	94	85
Cincinnati, O.	332,934	978	..	22	19	46	40	19	38	44	57	41	23	42	31	29	42	28	20	21	19	23	28	29	22	26	22	23	17	15	19	19	16	76	24	38
Cleveland, O.	414,950	1,486	..	40	82	97	93	75	92	100	104	77	57	30	74	37	56	40	46	43	32	31	26	28	22	19	24	21	25	20	11	13	15	29	17	10
Columbus, O.	135,487	534	..	17	19	30	35	33	35	27	38	24	25	22	22	17	13	23	10	18	11	13	15	8	13	7	16	7	3	5	3	6	4	9	4	2
Denver, Colo.	144,588	710	2	9	6	22	38	36	45	46	42	38	38	30	34	25	32	20	25	30	26	14	28	23	12	8	9	8	10	15	4	12	7	12	4	..
Detroit, Mich.	309,653	1,044	22	26	56	64	76	51	56	57	37	50	33	51	41	41	47	32	29	28	22	26	28	17	21	12	12	17	14	9	11	11	12	25	7	3
Fall River, Mass.	114,004	398	3	26	27	25	26	21	17	21	18	9	16	17	12	18	7	14	11	5	6	8	14	5	9	10	6	5	8	2	2	1	4	17	2	6
Indianapolis, Ind.	191,033	758	28	40	46	56	40	40	49	35	30	52	32	31	28	29	26	34	12	15	17	11	16	7	11	7	8	11	7	10	5	4	4	14	1	2
Jersey City N. J.	219,462	650	51	35	30	30	20	81	18	25	11	30	9	15	14	17	19	17	16	17	21	17	16	6	12	8	6	7	3	5	4	5	2	2	..	2
Los Angeles, Calif.	116,420	724	10	27	46	53	41	42	38	51	41	40	33	42	23	29	28	10	28	17	21	17	16	6	12	8	6	7	3	5	4	5	2	21	18	11
Louisville Ky.	215,402	607	24	5	30	27	30	21	32	14	23	20	26	23	33	23	18	16	19	25	12	16	17	9	5	16	7	5	14	7	6	2	13	21	18	11
Lowell, Mass.	100,150	311	10	3	14	23	17	10	7	21	5	21	15	16	3	13	8	7	2	17	4	7	6	5	6	5	6	4	10	5	5	3	3	17	6	7
Milwaukee, Wis.	312,736	991	24	55	75	52	55	65	67	55	53	36	42	26	48	33	30	32	23	28	38	29	21	10	15	9	5	9	9	14	2	5	4	12	4	5
Minneapolis, Minn.	214,112	940	..	4	13	27	35	53	65	85	63	55	57	57	54	36	43	25	29	28	35	21	20	19	13	20	12	14	12	11	10	8	2	13	1	..
Newark N. J.	265,304	952	40	53	54	71	60	59	54	45	57	28	44	29	32	29	27	20	15	13	18	29	22	18	13	7	10	8	10	10	9	8	8	30	12	10
New Orleans, La.	300,625	803	..	84	59	57	30	50	24	47	38	43	34	27	29	20	26	22	9	10	12	6	5	7	12	8	1	3	1	4	2	3	5	1	16	2	3
Paterson N. J.	113,217	393	11	33	16	30	29	20	25	24	14	15	13	16	9	9	23	8	7	12	6	5	7	12	8	1	3	1	4	9	54	7	6	7	8	30	20	15
Pittsburg, Pa.	345,043	1,032	..	47	85	43	82	51	74	55	69	57	57	31	33	34	31	29	35	24	8	14	26	21	9	14	11	10	9	8	3	8	8	30	7	9
Providence R. I.	180,742	705	51	47	35	36	43	20	42	45	49	30	38	22	15	10	21	12	12	12	17	15	16	14	10	6	5	3	6	5	2	8	9	30	10	98
Rochester N. Y.	170,798	644	10	10	8	11	16	29	45	43	32	30	31	27	33	39	31	31	31	24	25	23	12	20	18	10	11	8	6	9	7	6	7	4	15	5	..
St. Joseph, Mo.	110,479	267	..	20	23	27	15	12	11	16	10	13	11	14	5	10	11	16	4	5	7	2	8	4	4	..	2	..	..	..	1	1	4	2	..	..	..
St. Louis, Mo.	612,279	1,881	67	120	153	137	97	117	51	75	60	63	60	66	80	73	50	52	29	39	36	31	40	38	26	30	13	31	31	43	14	12	17	67	26	20
St. Paul. Minn.	172,038	647	36	25	35	43	59	33	33	24	32	32	22	25	22	18	20	16	16	17	14	15	20	9	10	8	12	8	3	9	10	2	8	9	2	..
Scranton, Pa.	106,026	375	8	..	27	16	22	32	17	17	25	17	18	13	12	10	10	10	10	2	7	15	8	5	13	12	9	4	2	4	9	5	2	11	2	1
Toledo, O.	141,208	494	7	25	31	27	20	12	18	29	33	28	18	32	27	15	11	16	12	15	14	9	16	8	9	12	4	5	5	6	7	3	3	12	4	1
Washington, D. C.	288,384	1,374	11	102	91	101	100	70	72	78	51	53	73	51	63	51	54	34	25	27	21	25	18	25	11	22	15	12	17	11	10	11	6	40	16	7
Worcester, Mass.	125,175	603	33	13	33	22	50	27	37	36	25	25	26	23	27	25	17	24	19	13	11	8	14	11	13	6	8	1	4	8	5	6	3	19	5	6
Total.		22,487	465	587	1225	1270	1315	1165	1140	1207	1105	991	922	862	876	764	765	639	552	555	499	470	529	417	362	343	287	272	330	269	195	209	203	708	305	275

TABLE 8--LENGTH OF SERVICE IN THEIR PRESENT LOCATIONS OF TEACHERS IN 29 OF THE 39 CITIES IN THE UNITED STATES OF 100,000 POPULATION OR OVER

Cities	Population 1903	Total No. of Teachers Accounted for	Number Who Have Taught																																				
			Less than 1 Year	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 Yrs.	7 Yrs.	8 Yrs.	9 Yrs.	10 Yrs.	11 Yrs.	12 Yrs.	13 Yrs.	14 Yrs.	15 Yrs.	16 Yrs.	17 Yrs.	18 Yrs.	19 Yrs.	20 Yrs.	21 Yrs.	22 Yrs.	23 Yrs.	24 Yrs.	25 Yrs.	26 Yrs.	27 Yrs.	28 Yrs.	29 Yrs.	30 Yrs.	31-35 Yrs.	36-39 Yrs.	40 or Over
Boston, Mass.	594,618	2,186	29	143	172	167	180	79	83	107	91	75	69	74	54	50	52	51	51	32	37	40	36	42	35	30	27	31	25	28	7	24	23	139	65	38
Cincinnati, O.	332,934	978	..	77	65	98	56	33	61	77	58	59	30	46	32	24	31	20	10	16	16	13	13	9	15	8	11	16	3	5	7	9	6	34	14	6
Cleveland, O	414,950	1,500	37	67	102	118	116	86	106	82	97	92	55	18	62	35	50	43	32	36	30	35	22	18	30	14	16	17	23	10	9	11	9	18	3	1
Columbus, O.	135,487	550	1	44	34	39	37	28	29	32	29	30	33	26	18	17	15	22	7	13	5	8	14	8	11	4	10	7	2	6	..	5	3	7	5	1
Denver, Colo.	144,588	710	15	76	76	82	60	41	49	41	29	31	28	21	23	21	20	15	11	14	3	10	7	13	5	4	6	4	2	..	1	1	..	1	..	..
Detroit, Mich.	309,653	1,044	33	36	83	72	83	79	66	57	38	54	34	47	44	45	32	23	23	28	22	20	13	11	12	7	12	7	7	7	6	12	7	17	4	3
Fall River, Mass.	114,004	398	5	29	25	26	30	23	18	22	22	12	15	19	12	15	7	12	11	4	3	6	11	4	8	10	7	5	3	4	1	1	6	16	3	3
Indianapolis, Ind.	191,033	758	55	89	91	71	52	48	44	43	22	33	26	15	15	16	10	19	11	9	9	8	8	4	8	5	4	9	4	7	2	4	6	9	..	2
Jersey City, N. J.	219,462	650	54	36	30	31	19	81	21	25	11	31	13	16	17	17	17	17	15	17	8	15	20	13	9	10	13	6	9	6	9	8	8	27	13	8
Kansas City, Mo.	173,064	720	11	69	64	62	50	67	51	50	55	16	26	31	12	11	30	22	9	18	14	9	5	13	5	3	6	..	..	4	3	..	2	1	1	..
Los Angeles, Calif.	116,420	724	54	126	85	63	57	51	31	51	43	39	17	18	18	13	19	11	8	8	3	2	1	2	2	..	..	1	..	..	..	..	..	1	..	..
Louisville, Ky.	215,402	607	46	3	45	24	34	19	41	12	22	14	25	29	30	20	15	16	17	25	10	15	14	10	13	12	6	6	11	6	7	3	14	19	14	10
Lowell, Mass.	100,150	311	10	3	17	24	20	10	9	19	7	20	12	16	3	13	7	6	2	16	4	10	7	5	4	4	5	5	9	4	4	3	3	18	7	5
Milwaukee, Wis.	312,736	991	38	92	110	65	59	57	67	46	56	42	45	29	45	24	29	20	28	14	22	19	14	6	11	3	6	3	10	11	2	2	3	11	..	2
Minneapolis, Minn.	214,112	940	..	128	122	87	79	56	44	36	37	35	41	30	36	23	34	18	26	16	22	15	23	5	7	5	4	3	1	4	..	2	1	..	..	..
Newark, N. J.	265,394	952	76	68	73	55	88	71	61	44	45	29	22	31	17	21	19	14	19	14	12	11	26	16	14	11	9	6	6	9	5	10	6	31	10	3
New Orleans, La.	300,625	803	..	84	59	57	30	50	24	47	38	43	34	27	29	26	22	9	10	12	17	6	6	11	2	3	1	9	54	7	6	7	8	30	20	15
Paterson, N. J.	113,217	393	37	37	36	44	44	30	23	21	14	16	5	19	11	6	10	5	6	2	7	4	3	4	2	1	1	..	1	..	..	..	..	2	1	1
Pittsburg, Pa.	345,043	1,032	..	84	111	55	83	49	74	56	71	52	53	34	27	32	23	26	23	17	7	12	20	18	12	8	7	8	3	10	4	9	7	27	5	5
Providence, R. I.	189,742	705	51	47	35	36	43	20	69	40	48	25	30	21	15	10	20	11	12	12	15	15	15	13	9	6	5	3	6	5	2	8	9	30	10	19
Rochester, N. Y.	170,798	644	15	26	19	12	18	34	50	37	25	27	28	32	29	37	27	33	24	23	20	10	18	12	10	8	7	6	9	7	6	7	2	14	5	7
St. Joseph, Mo.	110,479	267	..	37	34	41	19	8	9	12	7	11	10	10	7	10	10	10	1	4	3	1	7	2	4	..	2	..	..	..	1	2	4	1	..	..
St. Louis, Mo.	612,279	1,881	67	128	153	137	97	117	51	75	60	63	60	66	89	73	50	52	29	39	36	31	40	38	26	30	13	31	31	43	14	12	17	67	26	20
St. Paul, Minn.	172,038	647	36	35	47	52	56	26	29	26	35	30	31	28	17	18	25	22	18	14	17	13	15	9	4	4	9	5	1	2	3	2	8	9	1	..
Scranton, Pa.	106,026	375	8	1	27	16	22	32	16	22	25	17	17	13	12	10	10	10	9	2	7	15	7	5	13	12	7	4	2	4	9	5	2	11	2	1
Syracuse, N. Y.	112,420	503	24	8	29	42	35	35	27	33	25	25	11	15	17	17	15	16	12	8	8	8	4	8	7	10	6	5	10	1	..	5	4	18	9	6
Toledo, O.	141,208	494	7	28	34	44	40	35	15	29	34	32	21	34	19	11	10	11	11	11	6	6	12	3	6	6	3	3	3	3	4	1	1	8	3	..
Washington, D. C.	288,384	1,374	21	120	112	106	105	75	68	62	45	55	72	53	59	49	49	30	28	24	20	22	19	23	11	18	14	8	13	13	14	7	2	41	11	5
Worcester, Mass.	125,175	603	45	28	63	33	46	21	36	31	22	30	26	24	29	15	16	12	18	12	7	8	8	6	9	8	6	2	7	3	6	8	2	8	3	5
Total		23,740	775	1749	1953	1759	1658	1361	1272	1235	1111	1038	889	842	798	679	674	576	481	460	390	387	408	331	304	244	223	210	255	209	132	168	163	615	235	156

PENSIONS OF TEACHERS

The investigations of the sub-committee on pensions have resulted in little beyond establishing the fact, that hardly a beginning has as yet been made in the United States, toward creating a system of pensions for teachers.

In making this statement the committee desires to emphasize the distinction between a pension system properly so called, and all the various schemes of mutual aid, including retirement funds and old age stipends, that have been organized, and are maintained primarily by the teachers themselves, and at their own expense.

In this matter the United States, which might have been expected to go far in advance of other countries if the general interest in public-school education alone had been made the basis of prediction, has in reality fallen behind.

In Great Britain, as long ago as 1839, the necessity of some provision for the old age of the teaching body was recognized in public discussion, and in 1840 a scheme of retiring allowances was adopted by the government, for teachers in the elementary schools. This provision was continued until 1862, when temporarily it was dropped. It was partially revived in 1874. Between 1870 and 1896 four bills for the pensioning of teachers were introduced in the House of Commons, all of which failed of enactment. In 1898, however, a law was passed, which provides a superannuation allowance, payable to teachers that have attained the age of 65 years, when retirement is in most instances compulsory.

The allowance is made up partly by an annuity purchased by small sums—£3 for a man and £2 for a woman—deducted annually from each teacher's salary, and partly by a state pension, calculated according to the years of actual service performed by the teacher.

A young man entering the service at 21 years of age would receive a pension of at least $330 annually, and a woman teacher under the same circumstances would receive from $225 to $250. The law provides also for teachers who, from ill health, are compelled to relinquish their work at an earlier age than 65. This is called a "disablement allowance," and the amount is calculated on the number of years of completed service up to the date of the teacher's "break down." Thus, for a man who commenced teaching at the age of 21, and was compelled to retire from work at 55 years of age, the "disablement allowance" would be $220, and for a woman $155. The law is applicable to Scotland as well as to England and Wales. (*a*)

a Report of the Commissioner of Education, for 1898–99, page 24.

Even more satisfactory is the provision made for teachers under the laws of France.

As members of the civil service, teachers are carried on the pension list and may demand their retirement at 55 years of age if they have twenty-five years' service to their credit. The years passed in the normal school after the student reaches 20 years of age count toward the pension. The rate of pension is based on the average of the teachers' salary for the last six years. For twenty-five years' service the pension is reckoned at 50 per cent. of the average, with one-fiftieth for every year's extra service. The pension can not be lower than 600 francs ($120) per annum for men and 500 francs ($100) for women. (*b*)

b Report of the Commissioner of Education, for 1902, page 712.

The annual appropriations for pensions in France have not hitherto been adequate to retire teachers advanced in years, as rapidly as is desirable in the interest of that efficiency that is secured by the due promotion of the younger teachers.

There is no commonwealth in the United States in which public-school teachers of all cities and counties are by provision of law pensioned upon retirement, out of public funds. In the state of Maryland, certain teachers, under specified conditions, may be pensioned from the public revenues. The provisions of the law of 1902 are as follows:

> Whenever any person in this state has taught in any of the public or normal schools thereof twenty-five years, and has reached the age of sixty years, and his or her record as such teacher has been without reproach, and by reason of physical or mental disability or infirmity is unable to teach longer, the said teacher may lay his or her case before the state board of education, and the said board shall proceed to consider the same, and if the facts are found as above stated, the said teacher shall be placed upon a list, a record of which shall be kept by the said board, to be known as the "teachers' retired list" and the names upon said "teachers' retired list" shall be regularly certified by said board to the comptroller of the treasury of this state, and every person so placed upon the said "retired list" shall be entitled to receive a pension from this state of two hundred dollars per annum, to be paid quarterly by the treasurer of this state upon the warrant of the comptroller.

In the state of New York a contribution to the retirement fund for the teachers of the city of New York is made from the public funds, consisting of five per cent. annually of all excise moneys, or fees from licenses to sell strong or spirituous liquors.

Of schemes for providing retirement funds wholly or in part from contributions made by teachers, there have been, or now are, three distinct varieties. The first two have been established under authority conferred by state laws. The third is purely voluntary.

Under the first plan a percentage of salary has been withheld and paid into the retirement fund. This plan was put into operation seven years ago in Ohio. The city teachers of Toledo fought this law in the courts until it was pronounced unconstitutional by the Supreme Court. A similar provision has been declared unconstitutional in Minnesota as regards Minneapolis.

The second plan, which avoids the constitutional doubtfulness of the first, provides for the creation of a fund from fines, donations, and miscellaneous sources, and from contributions voluntarily made by teachers expecting to be beneficiaries. Laws authorizing this plan for all the cities and counties of the state, now exist in New Jersey, Ohio, and California; and applying to cities of 100,000 population or more, in Illinois. In Illinois, however, fines are not included. Applying to the city of Boston, they have been enacted in Massachusetts; applying to the city of Providence, in Rhode Island; and applying to certain cities, in New York and in Michigan.

A purely voluntary arrangement is reported by the Superintendent of Schools at Harrisburg as follows: "Teachers maintain a voluntary pension

or annuity fund for their own relief when compelled to retire. This receives no assistance from the board." A somewhat similar arrangement is reported from Norwich, Connecticut.

Following are some of the more important provisions of state laws.

MASSACHUSETTS

The law of Massachusetts contains the following provisions:

A teachers' retirement fund shall be created in the city of Boston, which shall consist of (*a*) a permanent fund, made up of gifts and legacies specifically given to said permanent fund, and a sum set apart by the board of trustees; (*b*) a general fund, made up of gifts and legacies not specifically given to said permanent fund, amounts retained from the salaries of teachers under the provisions of this act, and the interest derived from said permanent fund. The general fund may be drawn upon for the purposes of this act.

SECTION VI. The city treasurer upon vote of the board of trustees, shall pay out of said retirement fund, in monthly payments, such an annuity to any teacher who shall retire or be discharged from the service of the city as the fund will allow, and said board of trustees shall determine, but in no case shall a teacher receive such annuity unless said teacher has taught for thirty years, and for at least ten years in the public day schools of the city of Boston, except as hereinafter provided.

SECTION VII. The city treasurer, upon a vote of the board of trustees, shall pay out of the retirement fund, in monthly payments, such an annuity to any teacher who has taught not less than two years in the city of Boston, although less than thirty years in the aggregate, as the fund will allow and said board of trustees shall determine, if such teacher has become incapacitated for teaching and has been discharged from the service of the city of Boston: *Provided*, That a certificate of such incapacity be furnished by the attending physician and by a physician employed by the board of trustees: *And further provided*, That the annuity shall cease when the incapacity ceases.

SECTION VIII. All annuities shall be uniform in amount whether the annuitants are retired under the provisions of section six or of section seven, except as provided in section nine of this act.

SECTION IX. No annuity shall be paid to any teacher until such teacher shall contribute, or has contributed, to the general fund a sum equal to all the assessments for thirty years, to wit, five hundred and forty dollars.

SECTION X. Any teacher . . . . who shall retire from the service of the city of Boston, not being in receipt of an annuity shall . . . . receive one-half of the total amount paid by such teacher into said fund.

NEW YORK

The law passed by the New York State legislature in 1902, with reference to a retirement fund in Poughkeepsie, provides that the fund be composed of (1) all money, pay, compensation, or salary, or any part thereof, forfeited, deducted, or withheld for or on account of absence from duty for any cause; (2) all moneys received from donations, legacies, gifts, bequests; (3) 2 per cent. of the salaries paid each month.

The law creating a retirement fund in Greater New York designates as sources of this fund (1) money forfeited or withheld for absence from duty; (2) all moneys received from donations, legacies, gifts; (3) 5 per cent. annually of all excise moneys or fees from licenses to sell strong or spirituous liquors. Nothing is said of a regular contribution on the part of the teachers. The amount of annuity is fixed at one-half of the teacher's salary at the

date of retirement, provided it does not exceed $1,000 in the case of a teacher and $1,500 in the case of a principal or superintendent, nor shall any annuity fall below $600.

NEW JERSEY

This state makes provision for the retirement of teachers, in Article XXVII of its school law. The essential features of the law are as follows: A board of trustees of the teachers' retirement fund is created, which board administers the fund, and pays annuities according to the following provisions:

Whenever any teacher shall have taught in the public schools . . . . for a period or periods aggregating twenty years or more, and shall have become incapacitated from earning a sufficient livelihood, such teacher shall at his or her request, and on the approval of the aforesaid board of trustees, be retired as a teacher, and shall receive an annuity out of the fund . . . . equal to one-half of the average annual salary received by such teacher for the five years immediately preceding the time of retirement: *Provided, however*, That no annuity shall be less than two hundred and fifty dollars nor more than six hundred dollars: *Provided, further*, That no teacher shall be retired under the provisions of this article unless he or she shall have first paid into said fund such sum as shall make his or her total payments into said fund equal to at least twenty per centum of his or her average annual salary for the five years immediately preceding the time of such retirement. The retirement fund herein provided for shall be made up as follows:

1. One per centum of the monthly salaries of all teachers upon whom this act shall have become binding by its terms prior to January first, one thousand nine hundred and three; one per centum of the monthly salaries of all teachers who shall become members of said fund on or after January first, one thousand nine hundred and three, and who shall have been teaching ten years or less at the time of becoming members of said fund; two per centum of the monthly salaries of all teachers who shall become members of said fund on or after said date, and who shall have been teaching more than ten years at the time of becoming members of said fund: *Provided*, That on or after said date no person who shall have been teaching more than fifteen years shall become a member of said fund unless he or she shall have passed a satisfactory medical examination under such rules as the board of trustees may prescribe: *And provided, further*, That a teacher, now a member of said fund, shall not be required to pay more than one per centum of his or her salary by reason of the fact that he or she has been teaching more than ten years . . . . . .

2. One per centum of all annuities paid under the provisions of this article, which shall be deducted and withheld from each payment made to any annuitant.

3. All moneys and property received by donation, legacy, gift, bequest, devise, or otherwise, for or on account of said fund.

4. All interest on investments and other moneys which may be duly and legally raised for the increase of said fund.

OHIO

The new school code of Ohio, passed April 25, 1904, contains the following provisions:

Any board which has created or shall hereafter create a teachers' pension fund shall pay into such fund all deductions, fines, penalties, and assessments made against teachers or other employees of the board. Such board may also pay to such pension fund, not to exceed 2 per cent. of the amount raised by the board from taxation.

ILLINOIS

On May 11, 1901, the law of 1895, which provided for a pension fund, was amended as follows:

That the board of education in cities having a population exceeding 100,000 inhabitants, shall have power and it shall be the duty of said board, to create a public school teachers' and public school employees' pension and retirement fund, and for that purpose shall set apart the following money, to wit: (1) An amount not exceeding one per cent. per annum of the respective salaries paid to teachers and school employees elected by such board of education, which amount shall be deducted in equal installments from the said salaries at the regular time for the payment of such salaries; (2) All moneys received from donations, legacies, gifts, bequests, or otherwise, on account of said fund. (3) All moneys which may be derived from any and all sources: *Provided, however*, That no tax shall ever be levied for said fund; (4) Any public school teacher or public school employee, a part of whose salary is now or may hereafter be set apart to provide for the fund herein created by this act, may be released from the necessities of making further payments to said fund by filing a written notice of his or her desire to withdraw from complying with the provisions of this act with said board of trustees, which said resignation shall operate and go into effect immediately upon its receipt by said board of trustees.

CALIFORNIA

In California an act entitled "An act to create and administer a public school teachers' annuity and retirement fund in the several counties, and cities and counties in the state" was passed in 1895. It was amended in 1897 and in 1901.

This act creates a permanent and an annuity fund. Teachers become contributors to these funds and beneficiaries by formally signing an agreement. The benefits accrue to agreeing teachers that have served for thirty years in the schools of the state.

Some of the actual arrangements in force, under the provisions of state law supplemented by voluntary co-operation, are thus reported by the United States Commissioner of Education.

Voluntary mutual benefit associations for temporary aid only, exist in Baltimore, St. Louis, Cincinnati, Cleveland, Detroit, Chicago, Buffalo, San Francisco, and St. Paul, and there is one interstate association. These call for one- to two-dollar initiation fee, and one dollar to five dollars annual dues. Special assessments of one dollar are made in some cases. Benefits in sickness range from 50 cents a day to $10 a week; at death funeral expenses only are paid in some instances, and in others a sum equal to one dollar from each member of the association.

Associations for annuity, or retirement fund only, are in New York, Boston, and Baltimore, and there is an annuity guild in Massachusetts. The initiation fees reported are three to five dollars. The annual dues are one to one and one-half per cent. of salary up to $18 or $20. The annuity is from 60 per cent. of salary to $600 a year. Time of service required for retirement is from two to five years with disability, or from thirty-five to forty years without disability.

Associations for both temporary aid and annuity exist in Hamilton County, Ohio (Cincinnati), Philadelphia, Brooklyn, and the District of Columbia. Initiation fee $1 to $10; annual dues, $5 to $40. Annuity $5 a week to $600 per year, and $100 for funeral expenses in case of death. Temporary aid during illness, $5 or $6 per week. Time of service required for retirement is two to five years with disability, or thirty-five to forty years without disability.

To what extent all these plans now in operation in the United States amount to a true pension system, is indicated in the following statement, including details of the more important experiments, submitted by Miss Catherine Goggin, to whom the investigation of this particular point was assigned.

There are but three cities in the country that have anything that can be justly termed a pension system: New York city, Detroit, and San Francisco.

There are several other cities which have something termed incorrectly pensions but which are purely retirement funds, provided entirely through deductions from salaries of teachers. In this list are included Chicago, Boston, Charleston, S. C., and Jersey City.

There is in Norwich, Conn. something known as an annuity guild which, from the data furnished, seems to be a purely voluntary arrangement, not under the protection of a state law.

There was a retirement fund in Toledo and one in Minneapolis, both of which existed through the rule of the board of education, but were declared illegal and unconstitutional by the courts.

Philadelphia has a charity fund known as the Elkins Fund, consisting of one million dollars, which provides for the care of superannuated and indigent teachers.

Chicago has a fund made up of gifts, legacies, and one per cent. of salaries. It is administered by the board of education, two trustees elected by contributors, and the superintendent of schools ex-officio. The term of service is twenty years for women, and twenty-five years for men; three-fifths of which must have been within the municipality.

Teachers may retire voluntarily or be retired by the board of education on completing the term of service required. The amount of the annuity is half salary, provided it does not exceed $600. The law is optional since the session of the legislature in 1901. When first enacted it was compulsory on all teachers. If the fund is not sufficient to pay the full annuity, the law provides for a proportionate prorating of all annuities.

Detroit has a permanent fund consisting of gifts, legacies, etc.; moneys appropriated by the board of education or raised by approval of the common council and board of estimates; tuition fees of non-resident pupils; interest on daily balances of moneys appropriated for teachers' salaries; moneys which trustees of retirement fund may transfer from the great fund. Interest on this fund must be turned over to the general fund and used in payment of annuities. No other portion of the permanent fund may be so used. The general fund consists of deductions from salaries of teachers, not less than one per cent. nor more than three per cent.; no deduction made on a basis of more than $1,000; income from interest of said general fund; all moneys deducted from teachers' salaries for absence or for any cause; all moneys intended for the retirement fund and not left specifically to the permanent fund. The board of trustees consists of the president of the board of education, the president *pro tem* of the board of education, the chairman of the committee on teachers and schools, of the board of education; the superintendent of city schools, and three teachers in the city schools elected from contributors to the retirement fund by ballot, as the board of trustees shall prescribe, for a term of three years, one teacher being elected each year.

The funds are in the hands of the treasurer of the board of education. The amount to be deducted from salaries is determined by the board of education on the recommendation of board of trustees. The permanent fund is administed and invested by the board of education in the name of the board of trustees. The board of trustees may provide for donors to the permanent fund an honorary membership on board without power to vote. In case of the discontinuance of the retirement fund all moneys appropriated therefor from funds of the board of education (tuition of non-resident pupils, deductions for absence, and interest on salary fund) revert to the teachers' salary fund. When the permanent fund has reached $100,000 no funds may be added to it from deductions for absence or interest on salary fund except by a two-thirds vote of the board of education

The term of service entitling to pension is thirty years, of which twenty years must be in Detroit, or twenty-five years in schools of Detroit render a teacher eligible on application. Teachers incapacitated for duty, having taught twenty years, ten in Detroit, may be retired by a two-thirds vote of the board of trustees. Teachers who resign or are removed for cause, may apply after three months for such a portion of money contributed by them as the trustees shall direct to be paid, not to exceed one-half of their contributions. Annuities are not to exceed $250. Current expenses of the board of trustees are paid from a maintenance fund of the board of education.

In Jersey City the state retirement fund, is supported entirely by percentage contributions from the salaries of teachers who are members. The annuity is half of the average salary earned during the last five years of service, but cannot exceed $600.

Any teacher who has taught forty years, or more, in any one school district of the state of New Jersey, must be retired by that district, should he or she apply for retirement. The annuity in this case is one-half of the last annual salary paid.

The Charleston, S. C., fund is composed of one per cent. of salaries. The annuity must not exceed $250 per year and is given only to teachers whose circumstances are such as to make it imperative that outside aid be given them.

New York city's fund is invested by the city comptroller and is administered by the board of education. The fund is composed of moneys deducted for absence, gifts, etc., five per cent. of excise moneys, and from any other source legally provided for increasing the fund. The term of service is thirty years, twenty of them in New York city. Teachers are retired for physical or mental incapacity, on recommendation of the superintendent and a two-thirds vote of the board. Any teacher sixty-five years of age, having taught thirty years, twenty in New York city, may be retired at the discretion of the board. The law is amended to include normal college teachers and teachers and supervisors in institutions controlled by the departments of public charities and correction. The term of service necessary for normal teachers, is ten years in New York, and thirty years aggregate service. The amount of the annuity is one-half salary at date of retirement, not to exceed $1,000 for a teacher, $1,500 for a principal, and $2,000 for a supervisor. No annuity may be less than $600. The board has power to use both the principal and the income of the fund.

In San Francisco, the fund consists of assessments of $12 per year deducted from the salaries of day teachers and $6 per year from the salaries of evening-school teachers receiving less than $50 per month; gifts, and legacies, and not less than half of the sums forfeited by absence. The permanent fund is composed of 25 per cent. of all moneys from these sources to the amount of $50,000 and of all gifts specifically bequeathed. The fund is administered by a commission consisting of the mayor, the superintendent of schools, and the county treasurer who report biennially to the supervisors. The retirement committee consists of five teachers, one at least from primary, and one from grammar schools, elected for three years. The term of service is thirty years, with thirty years assessments. The amount of annuity is $50 per month. A proportionate annuity is paid to incapacitated teachers who have been contributors for at least five years. The annuity is suspended on return to public-school teaching, or when incapacity ceases, and if the annuitant has received a sum which has reimbursed for his or her contributions. There is a provision for *pro rating*. Necessary expenses are paid from the fund. All annuities cease if the annuitant returns to the profession of teaching.

The Boston Teachers' Retirement Fund Association was organized under an act of the general court of the state of Massachusetts approved in April 1900. There is a permanent fund made up of gifts and legacies specially given to it, and a sum set apart by the board of trustees. There is also a general fund, made up of all gifts and legacies not specifically given to the permanent fund, together with the interest of the permanent fund and amounts retained for the purpose from teachers' salaries. There is no provision for drawing from the permanent fund. The board of trustees consists of the superintendent of schools ex-officio, three female and three male teachers selected by the teachers of

Boston, and four members of the school committee elected by the school committee. One male and one female teacher are elected annually for a three years' term, and two members of the school committee are elected annually for a two years' term. All these trustees serve without compensation, but necessary expenses are paid from the general fund on approval of the board of trustees.

The city treasurer is custodian of the funds, making payments therefrom under the direction of the board of trustees. He is compensated for clerical services as determined by the board of trustees, this compensation not to exceed $1,500 per year, appropriated by the school committee of the city of Boston. The sum reserved from teachers' salaries is $3 each alternate month. The term of service is thirty years, ten in the Boston schools. The amount of annuities is determined by the board of trustees as the fund will allow. The annuity for 1904 is $180 in monthly payments of $15 each.

Teachers temporarily incapacitated, having taught not less than two years in Boston, may be paid such an annuity as the trustees determine, and the fund will allow, if discharged for such incapacity, provided that physicians' certificates are furnished. The annuity ceases when incapacity ceases. Such annuities are uniform in amount with other annuities. No annuity is payable until a teacher has contributed $540 to the fund, being assessments for thirty years, except in cases of incapacity, where the board may make such payment as necessity may require. Teachers who have contributed for more than too years may on retiring without annuity receive one-half of the amount paid by them into the fund. The act is mandatory upon all teachers entering the service after it takes effect and upon such others as may elect to come under its provisions. Principals, supervisors, superintendent, and all instructors are classed under the head of teachers.

GENERAL TABLES OF SALARIES IN DETAIL

In the general tables giving the salaries of teachers in the various cities and towns of 8,000 population or over in detail, the cities and towns are arranged in the order of population running from the largest to the smallest. In order to assist in finding the cities in the tables, the following list has been prepared in which the cities are arranged in alphabetical order of states and the relative rank of each city according to population is also given, this also indicating the numerical position of the cities in the general tables.

CITIES AND TOWNS WITH POPULATION OF 8,000 OR OVER, BY STATES, WITH RELATIVE RANK ACCORDING TO POPULATION

Cities and Towns	Population	Rank in Population	Cities and Towns	Population	Rank in Population
ALABAMA—			CALIFORNIA—		
Anniston	9,695	447	Alameda	18,054	259
Birmingham	42,087	95	Berkeley	16,400	280
Huntsville	8,068	541	Fresno	12,965	366
Mobile	40,686	102	Los Angeles	116,420	30
Montgomery	32,884	131	Oakland	70,386	57
Selma	8,713	508	Pasadena	9,117	488
ARKANSAS—			Sacramento	30,152	146
Fort Smith	12,121	389	San Diego	18,420	256
Hot Springs	9,973	439	San Francisco	355,919	9
Little Rock	42,036	96	San Jose	22,532	205
Pine Bluff	11,958	397	Stockton	18,430	255

CITIES AND TOWNS WITH POPULATION OF 8,000 OR OVER, BY STATES WITH RELATIVE RANK ACCORDING TO POPULATION—*Continued*

Cities and Towns	Population	Rank in Population
Colorado—		
Colorado Springs	24 092	185
Cripple Creek	7 000	547
Denver	144 588	26
Leadville	13 076	361
Pueblo	29,237	151
Connecticut—		
Ansonia	13 383	353
Bridgeport	77 635	53
Danbury	16 531	278
Greenwich	12 172	386
Hartford	87 836	47
Manchester	11.315	413
Meriden	25 088	173
Middletown	9,589	455
Naugatuck	11.837	401
New Britain	28 506	153
New Haven	114 600	31
New London	18 685	249
Norwich	19 081	245
Stamford	16.798	272
Stonington	8.540	516
Torrington	8 360	529
Waterbury	56 521	72
Willimantic	8,937	498
Delaware—		
Wilmington	81,300	51
D. C.—		
Washington	293,217	15
Florida—		
Jacksonville	31.798	136
Key West	16.823	271
Pensacola	19.547	230
Tampa	18,932	246
Georgia—		
Athens	10.728	429
Atlanta	96.550	42
Augusta	41.283	99
Brunswick	9 081	491
Columbus	17.707	261
Macon	23 431	192
Savannah	64.562	63
Illinois—		
Alton	15.386	296
Aurora	25 485	170
Belleville	18,120	258
Bloomington	24.276	183
Cairo	13 238	357
Champaign	9 008	489
Chicago	1,873 880	2
Danville	17.749	260
Decatur	22.736	202
East St. Louis	34 007	128
Elgin	23.816	188
Evanston	21,104	215
Freeport	14.179	328
Galesburg	19.609	237
Jacksonville	15.720	292
Joliet	30.769	143
Kankakee	14 966	303
Kewanee	8 382	527
Lasalle	10 623	432
Lincoln	8 962	497
Mattoon	9 622	452
Moline	18.553	251
Ottawa	10.888	422
Pekin	8,420	526
Peoria	62.094	65
Quincy	37,680	113
Illinois—(Concluded)		
Rockford	33,361	129
Rock Island	21.251	214
Springfield	36 211	121
Streator	14 880	306
Waukegan	9,426	470
Indiana—		
Anderson	23,010	198
Columbus	8,130	538
Elkhart	16 330	281
Elwood	13 397	352
Evansville	61 482	66
Fort Wayne	48 031	85
Hammond	14.258	325
Huntington	9 491	460
Indianapolis	191.033	20
Jeffersonville	10 807	426
Kokomo	11 314	414
Lafayette	18.677	250
Logansport	17.068	269
Marion	19 908	233
Michigan City	16.071	285
Muncie	24.492	178
New Albany	20 499	222
Peru	8,463	521
Richmond	18.712	248
South Bend	40 327	103
Terre Haute	38 611	108
Vincennes	10 669	431
Wabash	8.618	512
Washington	8,551	514
Iowa—		
Boone	8.880	503
Burlington	23 393	193
Cedar Rapids	27 948	155
Clinton	23.370	194
Council Bluffs	29,171	152
Davenport	37.768	112
Des Moines	65 754	62
Dubuque	38.094	111
Fort Dodge	14.539	322
Fort Madison	9 278	480
Keokuk	14 803	310
Marshalltown	12 633	375
Muscatine	14 859	308
Oskaloosa	9 212	483
Ottumwa	19 457	240
Sioux City	31 701	138
Waterloo	15.034	301
Kansas—		
Atchison	16,250	282
Emporia	8.223	535
Fort Scott	9.836	441
Galena	12,378	382
Hutchinson	9.379	474
Kansas City	55.348	77
Lawrence	11.123	419
Leavenworth	21,026	216
Pittsburg	11,138	417
Topeka	35.388	125
Wichita	24,917	175
Kentucky—		
Bowling Green	8,226	534
Covington	44,759	88
Frankfort	9.487	462
Henderson	10,704	430
Lexington	27.809	156
Louisville	215,402	18
Newport	29 315	149
Owensboro	13 822	342
Paducah	20 955	218

CITIES AND TOWNS WITH POPULATION OF 8,000 OR OVER, BY STATES, WITH RELATIVE RANK ACCORDING TO POPULATION—*Continued*

Cities and Towns	Population	Rank in Population
LOUISIANA—		
Baton Rouge	11.506	409
New Orleans	300 625	14
Shreveport	16,922	270
MAINE—		
Auburn	13.461	351
Augusta	12 031	393
Bangor	22 675	203
Bath	11 002	421
Biddeford	16,655	275
Lewiston	24 379	179
Portland	52 656	81
Rockland	8.150	537
Waterville	9.477	463
MARYLAND—		
Annapolis	8.525	519
Baltimore	531 313	6
Cumberland	18 448	254
Frederick	9 296	478
Hagerstown	14,632	319
MASSACHUSETTS—		
Adams	11.710	405
Amesbury	9 473	464
Arlington	8 603	513
Attleboro	12.463	380
Beverly	14 802	311
Boston	594 618	5
Brockton	43 873	92
Brookline	22 284	208
Cambridge	98 444	41
Chelsea	35 920	124
Chicopee	20 703	220
Clinton	14 639	316
Danvers	8.542	515
Everett	28.317	154
Fall River	114 004	33
Fitchburg	34 378	126
Framingham	11.920	400
Gardner	11.530	408
Gloucester	26.562	160
Haverhill	38 987	107
Holyoke	48,736	83
Hyde Park	14.159	330
Lawrence	67.932	60
Leominster	13.928	338
Lowell	100,150	39
Lynn	72.350	56
Malden	36.853	116
Marlboro	13.549	347
Medford	20.395	225
Melrose	14,294	324
Milford	12,156	386
Natick	9.488	461
New Bedford	68.955	58
Newburyport	14.637	317
Newton	36.350	120
North Adams	26,519	162
Northampton	19,738	235
Peabody	11.934	399
Pittsfield	23,113	195
Plymouth	9.592	453
Quincy	26,053	165
Revere	11,814	403
Salem	37.504	114
Somerville	68 090	59
Southbridge	10.736	428
Springfield	67.423	61
Taunton	32.713	132
Wakefield	9 290	479
Waltham	24 912	176
Ware	8 263	531
Watertown	9.706	445
MASSACHUSETTS—(Concl'd)		
Webster	8.804	506
Westfield	13.063	362
Weymouth	11.462	411
Woburn	14.482	323
Worcester	128,552	29
MICHIGAN—		
Adrian	9 654	450
Alpena	11 958	398
Ann Arbor	16 033	288
Battle Creek	20.174	227
Bay City	27 565	157
Detroit	309 653	13
Escanaba	9 549	456
Flint	14,093	332
Grand Rapids	91 630	46
Iron Mountain	9 242	481
Ironwood	9 705	446
Ishpeming	13 873	340
Jackson	26 494	163
Kalamazoo	26 252	164
Lansing	17 499	266
Manistee	14 695	313
Marquette	10 328	436
Menominee	13 475	350
Muskegon	20 254	226
Owosso	8 696	509
Pontiac	9 769	443
Port Huron	20 962	217
Saginaw	41.151	100
Sault Ste. Marie	11.972	396
Traverse City	9 407	472
West Bay City	13,161	359
MINNESOTA—		
Duluth	57.397	70
Mankato	11.127	418
Minneapolis	214.112	19
St. Cloud	8 663	511
St. Paul	172.038	23
Stillwater	12.636	374
Winona	20,167	238
MISSISSIPPI—		
Meridian	15.079	299
Natchez	12.843	367
Vicksburg	15,272	298
MISSOURI—		
Carthage	9,416	471
Hannibal	12.756	372
Jefferson City	9 664	449
Joplin	30 847	142
Kansas City	173 064	22
Moberly	8,012	546
St. Joseph	110.479	37
St. Louis	612.279	4
Sedalia	15.579	293
Springfield	23 693	190
Webb City	9,201	484
MONTANA—		
Anaconda	9.453	466
Butte	36,127	122
Great Falls	18,215	257
Helena	13,770	344
NEBRASKA—		
Lincoln	44,243	90
Omaha	113.361	35
South Omaha	31,383	141
NEW HAMPSHIRE—		
Berlin	8.886	502
Concord	20.421	224

CITIES AND TOWNS WITH POPULATION OF 8,000 OR OVER, BY STATES, WITH RELATIVE RANK ACCORDING TO POPULATION—*Continued*

Cities and Towns	Population	Rank in Population
NEW HAMPSHIRE—(Concl'd)		
Dover	13,333	354
Keene	9,165	487
Laconia	8,042	544
Manchester	60,845	67
Nashua	25,275	172
Portsmouth	10,880	423
Rochester	8,466	520
NEW JERSEY—		
Atlantic City	33,272	130
Bayonne	36,829	117
Bloomfield	9,668	448
Bridgeton	14,660	314
Camden	79,811	52
East Orange	23,972	187
Elizabeth	56,441	73
Hackensack	9,443	467
Harrison	11,274	415
Hoboken	64,080	64
Jersey City	219,462	17
Kearney	12,045	392
Long Branch	8,872	504
Millville	10,757	427
Montclair	15,555	294
Morristown	12,200	384
Newark	265,394	16
New Brunswick	20,426	223
Orange	25,731	167
Passaic	32,452	134
Paterson	113,217	36
Perth Amboy	20,156	230
Phillipsburg	11,975	395
Plainfield	16,599	276
Trenton	76,766	54
Union	16,549	277
West Hoboken	26,523	161
NEW YORK—		
Albany	93,920	43
Amsterdam	23,082	197
Auburn	31,692	139
Batavia	9,180	486
Binghamton	41,039	101
Buffalo	381,403	8
Cohoes	24,330	181
Corning	11,814	402
Cortland	9,014	494
Dunkirk	12,276	383
Elmira	37,106	115
Geneva	11,228	416
Glens Falls	13,543	348
Gloversville	19,696	236
Hornellsville	12,194	385
Hudson	9,528	457
Ithaca	13,754	345
Jamestown	24,947	174
Johnstown	10,838	425
Kingston	25,516	168
Lansingburg	12,595	376
Little Falls	10,860	424
Lockport	16,743	273
Middletown	15,287	297
Mt. Vernon	24,348	180
Newburg	25,501	169
New Rochelle	16,418	279
New York	3,716,139	1
Niagara Falls	22,172	209
North Tonawanda	9,069	492
Ogdensburg	15,633	302
Olean	9,462	465
Oswego	22,500	206
Peekskill	10,562	434
Plattsburg	8,434	525
Port Jervis	9,385	473
NEW YORK (Concluded)—		
Poughkeepsie	24,575	177
Rochester	170,798	24
Rome	15,448	295
Saratoga Springs	12,538	377
Schenectady	43,538	93
Syracuse	114,443	32
Troy	75,567	55
Utica	60,097	68
Watertown	23,787	189
Watervliet	14,726	312
Yonkers	52,701	80
NORTH CAROLINA—		
Ashville	16,032	289
Charlotte	20,050	231
Greensboro	12,051	391
Newbern	9,090	490
Raleigh	13,934	337
Wilmington	21,252	213
Winston	10,605	433
NORTH DAKOTA—		
Fargo	9,589	454
OHIO—		
Akron	47,833	86
Alliance	8,974	496
Ashtabula	14,182	327
Bellaire	9,912	440
Cambridge	8,241	533
Canton	32,011	135
Chillicothe	13,483	349
Cincinnati	332,934	11
Cleveland	414,950	7
Columbus	135,487	28
Dayton	92,566	44
East Liverpool	18,482	253
Elyria	8,791	507
Findlay	20,613	221
Fremont	8,439	523
Hamilton	25,819	166
Ironton	12,147	388
Lancaster	8,991	495
Lima	25,445	171
Lorain	19,379	241
Mansfield	18,891	247
Marietta	14,872	307
Marion	13,024	364
Massillon	12,499	378
Middletown	9,215	482
Newark	19,324	243
Piqua	13,008	365
Portsmouth	19,192	244
Sandusky	20,021	232
Springfield	40,161	105
Steubenville	14,637	317
Tiffin	12,000	394
Toledo	145,901	25
Warren	8,529	518
Wellston	8,045	542
Xenia	8,696	510
Youngstown	48,386	84
Zanesville	24,297	182
OKLAHOMA—		
Guthrie	11,407	412
Oklahoma City	12,800	371
OREGON—		
Astoria	8,381	528
Portland	98,655	40
PENNSYLVANIA—		
Allegheny	138,018	27

CITIES AND TOWNS WITH POPULATION OF 8,000 OR OVER, BY STATES, WITH RELATIVE RANK ACCORDING TO POPULATION—*Continued*

Cities and Towns	Population	Rank in Population
Pennsylvania—(Concl'd)		
Allentown	38,573	109
Altoona	41,565	98
Beaver Falls	10,150	438
Braddock	17,436	267
Bradford	15 803	291
Butler	11,489	410
Carbondale	14 250	326
Carlisle	9 626	451
Chambersburg	8,864	505
Chester	35,995	123
Columbia	12,832	370
Danville	8,042	545
Dubois	9,375	475
Dunmore	13,864	341
Duquesne	9 036	403
Easton	26,775	159
Erie	56,363	74
Harrisburg	52 951	79
Hazelton	15 053	300
Homestead	13 946	336
Johnstown	39 059	106
Lancaster	44 294	89
Lebanon	18,516	252
McKeesport	38,274	110
Mahanoy City	14,170	329
Meadville	10,522	435
Mt. Carmel	14 658	315
Nanticoke	12,737	373
Newcastle	32,593	133
Norristown	23 006	199
Oil City	13 963	335
Philadelphia	1,367,716	3
Phoenixville	9,196	485
Pittsburg	345,043	10
Pittston	13,231	358
Plymouth	14,042	304
Pottstown	13 819	343
Pottsville	16,187	284
Reading	85,051	49
Scranton	107,026	38
Shamokin	19,342	242
Sharon	8,916	501
Shenandoah	21,635	210
South Bethlehem	14,123	331
Steelton	13,038	363
Sunbury	9 810	442
Titusville	8 244	532
Warren	8,043	543
West Chester	9 524	458
Wilkesbarre	55 921	76
Wilkinsburg	14 552	321
Williamsport	29 246	150
York	36,438	119
Rhode Island—		
Central Falls	19,571	238
Cranston	14 915	305
Cumberland	8,925	500
East Providence	13,254	356
Lincoln	8 937	499
Newport	22 808	201
Pawtucket	42 711	94
Providence	189 742	21
Warwick	22 384	207
Woonsocket	30,415	145
South Carolina—		
Charleston	56 062	75
Columbia	22 836	200
Greenville	12 835	369
Spartanburg	13 150	360
S. Dakota—		
Sioux Falls	10 293	437
Tennessee—		
Chattanooga	30,469	144
Clarksville	9,431	468
Jackson	15 852	290
Knoxville	34 344	127
Memphis	113 669	34
Nashville	82,711	50
Texas—		
Austin	23,574	191
Beaumont	9,427	469
Corsicana	9,313	477
Dallas	44,159	91
Denison	12,062	390
El Paso	17,577	264
Fort Worth	27,192	158
Galveston	31,742	137
Houston	50,760	82
Laredo	14,062	333
Palestine	8,297	530
Paris	9,358	476
San Antonio	58,016	69
Sherman	11,116	420
Tyler	8,069	540
Waco	22,558	204
Utah—		
Ogden	16,739	274
Salt Lake City	57,138	71
Vermont—		
Barre	8,448	522
Burlington	19 855	234
Rutland	11,730	404
Virginia—		
Alexandria	14,585	320
Danville	17,276	268
Lynchburg	21,350	212
Manchester	9 715	444
Newport News	24,100	184
Norfolk	55,149	78
Petersburg	21,549	211
Portsmouth	17 628	262
Richmond	86,148	48
Roanoke	23,097	196
Washington—		
Seattle	92,020	45
Spokane	41 927	97
Tacoma	45 102	87
Walla Walla	11,651	407
West Virginia—		
Charleston	12,407	381
Huntington	12 469	379
Parkersburg	16 193	283
Wheeling	40,186	104
Wisconsin—		
Appleton	16 051	286
Ashland	14 010	334
Beloit	11,672	406
Chippewa Falls	8 094	539
Eau Claire	17 547	265
Fond du Lac	16 037	287
Green Bay	20 142	240
Janesville	13 890	339
Kenosha	13,617	346
La Crosse	30,038	147
Madison	20 886	219
Manitowoc	12 842	368
Marinette	17 596	263
Merrill	8,537	517
Milwaukee	312 736	12

CITIES AND TOWNS WITH POPULATION OF 8,000 OR OVER, BY STATES, WITH RELATIVE RANK ACCORDING TO POPULATION—*Concluded*

Cities and Towns	Population	Rank in Population	Cities and Towns	Population	Rank in Population
Wisconsin—(Continued)			Wisconsin—(Concluded)		
Oshkosh	29,919	148	Wausau	13,284	355
Racine	31 529	140			
Sheboygan	24 060	186	Wyoming—		
Stevens Point	9 524	459	Cheyenne	14 807	309
Superior	36 824	118	Laramie	8,207	536
Watertown	8,437	524			

TABLE I.—NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
				Principals				Teachers				Principals				Teachers				Directors		Teachers			
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
1. New York, N.Y.. M	.....	.....	a$8,000	14	$3 400	$5,000	$4.671	297	$ 950	$3,500	$1,987	195	$1,735	$3,500	$3,310	677	$ 654	$3,000	$1,556	..	....	....	....	....	....
F	.....	.....	.....	2	1,900	2,320	2,110	346	700	2.500	1,544	223	1,440	2,500	2,312	10,570	540	2,500	960	3	$2,533	(b)	(c)	(c)	(c)
T	3,716,130	13,371	.....	d16	1,900	5,000	4.351	643	700	3.500	1,749	e418	1,440	3,500	2,777	f11247	540	3,000	996	3	2,533	(b)	(c)	(c)	(c)
2. Chicago, Ill..... M	.....	.....	g10,000	15	2,800	3,000	2,960	153	900	2,400	1,541	121	1,200	2,500	2,288	101	550	1,125	869	..	....	....	....	....	....
F	.....	.....	.....	..	....	....	....	188	750	2,000	1,369	105	1,200	2,500	2,279	4,689	550	1,150	822	..	....	(j)	$550	$950	(c)
T	1,873,880	5,574	.....	15	2,800	3,000	2,960	h341	750	2,400	1,446	226	1,200	2,500	2,284	i4,790	550	1,150	823	..	....	(j)	550	950	(c)
3. Philadelphia, Pa. M	.....	.....	k5,000	5	3,500	4,000	3,800	103	800	3,000	2,107	83	995	2,500	2,017	53	980	1,250	1,095	..	....	....	....	....	....
F	.....	.....	.....	1	2,500	2,500	2,500	124	550	2,000	978	175	815	2,500	1,224	3,194	470	1,150	711	1	1,800	(b)	470	770	(c)
T	1,367,716	3,832	.....	6	2,500	4,000	3,583	l227	550	3,000	1,491	m258	815	2,500	1,479	j3,247	470	1,250	717	1	1,800	(b)	470	770	(c)
4. St. Louis, Mo.... M	.....	.....	n5,500	3	2,304	3,600	3,135	55	1,040	2,472	1,424	53	896	2,304	1,970	....	....	....	....	..	....	....	....	....	....
F	.....	.....	.....	..	....	....	....	51	600	1,856	1,150	32	728	2,304	1,622	1,262	420	948	654	1	2,048	228	272	780	$449
T	612,279	1,831	.....	3	2,304	3,600	3,135	o106	600	2,472	1,296	85	728	2,304	1,839	1,262	420	948	654	1	2,048	228	272	780	449
5. Boston, Mass..... M	.....	.....	6,000	11	3,780	4,200	3,818	102	672	3,060	2,406	58	2,700	3,180	3,137	69	1,500	2,460	2,182	..	....	....	....	....	....
F	.....	.....	.....	..	....	....	....	121	936	2,040	1,386	..	....	....	....	1,484	552	1,212	883	1	2,880	166	432	792	657
T	594,618	2,222	.....	11	3,780	4,200	3,818	p223	672	3,060	1,853	58	2,700	3,180	3,137	1,553	552	2,460	941	1	2,880	166	432	792	657
6. Baltimore, Md.... M	.....	.....	5,000	5	2,400	2,400	2,400	50	444	2,200	1,329	47	700	1,500	1,221	42	348	1,008	620	..	....	....	....	....	....
F	.....	.....	.....	..	....	....	....	48	504	1,008	880	57	900	1,200	970	1,311	348	900	525	..	....	42	200	504	342
T	531,313	1,681	.....	5	2,400	2.400	2,400	q98	444	2,200	1,109	r104	700	1,500	1,084	s1,353	348	1,008	528	..	....	42	200	504	342

a Also 8 associate superintendents at $5,500 and 26 district superintendents (3 women) at $5,000.

b Included in elementary teachers, number not reported.

c Not reported.

d Including 3 teachers in charge of high school annex at $1,900 to $3,400, average $2,540.

e Including 10 acting principals at $1,440 to $1,735, average $1,496, and 6 heads of departments at $1,600.

f Including kindergarten teachers, number and salary not reported.

g Also 6 district superintendents at $4,000.

h Including 1 assistant principal at $2,400.

i Including 224 head assistants at $900 to $1,150, average $1,103, and kindergarten teachers, number not reported.

j Included in primary teachers and paid on primary schedule; number not reported.

k Also 6 assistant superintendents at $3,000.

l Including 10 heads of departments at $3,000.

m Including 161 supervising principals at $1,250 to $2,500, average $1,746.

n Also 4 assistant superintendents of instruction at $3,600 to $4,000, average $3,800.

o Including one assistant principal at $2,472.

p Including 2 assistant principals at $1,836 and $2,040, average $1,938.

q Including 3 assistant principals at $1,500 to $2,200, average $1,800.

r Called vice-principals, but in charge of buildings: do not include 23 group principals, at $1,800 to $2,000, average $1,991.

s Including 12 "prep" teachers at $640 to $850, average $721 and 10 practice teachers at $700.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools: Principals: No.	High Schools: Principals: Yearly Salary: Min.	High Schools: Principals: Yearly Salary: Max.	High Schools: Principals: Yearly Salary: Av.	High Schools: Teachers: No.	High Schools: Teachers: Yearly Salary: Min.	High Schools: Teachers: Yearly Salary: Max.	High Schools: Teachers: Yearly Salary: Av.	Elementary Schools: Principals: No.	Elementary Schools: Principals: Yearly Salary: Min.	Elementary Schools: Principals: Yearly Salary: Max.	Elementary Schools: Principals: Yearly Salary: Av.	Elementary Schools: Teachers: No.	Elementary Schools: Teachers: Yearly Salary: Min.	Elementary Schools: Teachers: Yearly Salary: Max.	Elementary Schools: Teachers: Yearly Salary: Av.	Kindergartens: Directors: No.	Kindergartens: Directors: Yearly Salary	Kindergartens: Teachers: No.	Kindergartens: Teachers: Yearly Salary: Min.	Kindergartens: Teachers: Yearly Salary: Max.	Kindergartens: Teachers: Yearly Salary: Av.
7. Cleveland, O.	M	.....	....	*a*$5,000	5	$3,000	$3,500	$3,100	75	$1,000	$2,100	$1,407	3	$1,200	$1,700	$1 433	....	....	....	....	1	$1,400	61	$400	$750	$630
	F	.....	....	.....	..	....	....	....	67	1,000	1,900	1,267	68	700	1,700	1,329	1,100	$ 475	$ 850	$ 685	1	1,400	61	400	750	630
	T	414,950	1,554	.....	5	3,000	3,500	3,100	*b*142	1,000	2,100	1,341	71	700	1,700	1,334	1,100	475	850	685	1	1,400	61	400	750	630
8. Buffalo, N.Y.	M	.....	....	5,000	3	2,500	2,500	2,500	19	600	1,600	1,305	51	700	2,000	1,590	5	480	775	635	..	....	....	....	....	....
	F	.....	....	....	..	....	....	....	75	450	1,500	815	11	700	1,600	1,227	1,006	400	900	606	1	1,000	25	300	700	522
	T	381,403	1,337	....	3	2,500	2,500	2,500	94	450	1,600	914	*c*62	700	2,000	1,526	*d*1,101	400	900	606	1	1,000	25	300	700	522
9. San Francisco, Calif.	M	.....	....	*e*4,000	5	2,160	3,000	2,832	34	1,080	1,800	1,641	13	2,160	2,160	2,160	11	912	1,500	1,308	..	....	....	....	....	....
	F	.....	....	....	..	....	....	....	42	720	1,800	1,409	40	1,440	2,160	1,719	763	600	1,500	921	..	....	....	....	....	....
	T	355,919	1,044	....	5	2,160	3,000	2,832	76	720	1,800	1,513	53	1,440	2,160	1,827	*f*774	600	1,500	926	..	....	....	....	....	....
10. Pittsburg, Pa.	M	.....	....	5,000	1	3,000	3,000	3,000	21	1,000	1,900	1,571	29	1,350	2,300	1,874	...	...	....	....	..	....	....	....	....	....
	F	.....	....	....	..	....	....	....	43	1,000	1,900	1,063	79	900	2,300	1,083	941	350	1,200	634	..	....	*h*63	(*i*)	(*i*)	(*i*)
	T	345,043	1,123	....	1	3,000	3,000	3,000	64	1,000	1,900	1,230	108	900	2,300	1,295	*g*941	350	1,200	634	..	....	*h*63	(*i*)	(*i*)	(*i*)
11. Cincinnati, O.	M	.....	....	*f*4,500	3	2,400	2,600	2,533	22	800	2,100	1,755	49	900	2,100	1,714	68	500	1,500	1,082	..	....	....	....	....	....
	F	.....	....	....	..	....	....	....	42	700	1,200	1,167	...	....	....	....	736	400	900	693	..	....	....	....	....	....
	T	332,934	956	....	3	2,400	2,600	2,533	64	700	2,100	1,369	49	900	2,100	1,714	*k*804	400	1,500	726	..	....	....	....	....	....
12. Milwaukee, Wis.	M	.....	....	*h*6,000	4	2,000	2,500	2,200	25	850	1,700	1,226	41	1,100	1,700	1,574	52	400	900	718	..	....	....	....	....	....
	F	.....	....	....	..	....	....	....	36	700	1,300	993	10	1,000	1,400	1,225	665	400	900	625	..	....	98	450	600	544
	T	312,736	966	....	4	2,000	2,500	2,200	61	700	1,700	1,089	51	1,000	1,700	1,506	*m*717	400	900	632	..	....	98	450	600	544

a Also 2 assistant superintendents at $2,500 and $3,000, average $2,750.

b Including 10 assistant principals at $1,700 to $2,100, average $1,880.

c Not including 1 supervisor of grammar and 1 of primary grades at $2,000 each.

d Including 58 assistant principals at $640 to $900, average $770, and 47 German teachers at $400 to $660, average 619.

e Also 4 deputy superintendents at $1,800.

f Including 23 assistant principals at $1,500 and 3 French and German teachers at $900 to $1,056, average $972

g Including 69 assistant principals at $900 to $1,200, average $980; average of 872 teachers (not including assistant principals) $607.

h Kindergartens under control of Pittsburg and Allegheny Free Kindergarten Association, Board of Education appropriating $30,000 per annum toward maintenance.

i Not reported.

j Also 2 assistant superintendents at $2,500.

k Including 8 first English assistants at $1,200 to $1,500, average $1,325; 28 first German assistants at $1.200 to $1,500, average $1,318; and 113 German teachers at $450 to $800, average $673.

l Also 3 assistant superintendents at $2,000 to $2,400, average $2,300.

m Including 91 German teachers at $400 to $900, average $659.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
13. Detroit, Mich.	M	.....	....	$4,000	3	$2,000	$3,000	$2,333	34	$ 700	$1,755	$1,171	20	$ 900	$1,800	$1,511	1	$800	$ 800	$800	..	....	..	....	....	....
	F	.....	....	....	..	....	....	....	71	700	1,400	1,040	50	850	1,700	1,150	731	350	1,000	636	1	$1,800	75	$350	$750	$515
	T	309,653	1,048	....	3	2,000	3,000	2,333	105	700	1,755	1,082	*a*170	850	1,800	1,253	732	350	1,000	636	1	1,800	75	350	750	515
14. New Orleans, La.	M	.....	....	*b*2,500	1	1,800	1,800	1,800	11	1,125	1,350	1,170	6	900	990	975	2	585	585	585	..	....	..	....	....	..
	F	.....	....	....	2	1,260	1,260	1,260	25	585	1,080	747	50	585	990	805	595	315	585	479	..	....	41	315	540	449
	T	300,625	799	....	3	1,260	1,800	1,440	*c*36	585	1,350	876	65	585	990	821	*d*597	315	585	479	..	....	41	315	540	449
15. Washington, D. C.	M	.....	....	*e*4,000	5	1,800	1,800	1,800	83	500	1,500	896	17	750	1,500	1,035	29	500	825	590	..	....	..	....	....	....
	F	.....	....	....	2	1,800	1,800	1,800	119	500	1,500	839	93	675	1,500	992	890	500	1,000	638	1	1,200	84	250	800	464
	T	293,217	1,427	....	7	1,800	1,800	1,800	202	500	1,500	862	*f*110	675	1,500	999	919	500	1,000	637	1	1,200	84	250	800	464
16. Newark, N.J.	M	.....	....	4,500	1	3,500	3,500	3,500	17	1,300	2,200	1,088	36	1,500	2,200	2,017	4	650	1,200	875	..	....	..	....	....	....
	F	.....	....	....	..	....	....	....	29	900	1,600	1,203	6	850	1,400	1,175	750	450	1,200	710	1	900	90	450	750	656
	T	265,394	980	....	1	3,500	3,500	3,500	46	900	2,200	1,493	42	850	2,200	1,896	*g*754	450	1,200	711	1	900	90	450	750	656
17. Jersey City, N.J.	M	.....	...	4,500	1	2,900	2,900	2,900	3	1,500	2,400	1,933	15	2,000	2,500	2,380	...	...	....	....	..	....	..	....	....	....
	F	.....	.	....	..	....	....	....	16	800	1 200	1,163	29	1,200	2,400	1,431	549	408	1,100	650	..	....	..	....	....	....
	T	219,462	644	....	1	2,900	2,900	2,900	*h*19	800	2,400	1,284	44	1,200	2,500	1,754	*i*549	408	1,190	650	..	....	..	....	....	....
18. Louisville, Ky.	M	.....	...	4,200	4	1,800	2,500	2,325	38	600	1,800	1,197	14	750	1,750	1,315	3	400	525	467	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	35	730	1,250	945	31	750	1,500	1,077	492	350	625	504	..	....	(*l*)	350	625	(*m*)
	T	215,402	618	....	4	1,800	2,500	2,325	73	600	1,800	1,076	*j*45	750	1,750	1,151	*k*495	350	625	504	..	....	(*l*)	350	625	(*m*)

a Not including 1 supervisor of grades at $2,500.
b Also 2 assistant superintendents at $1,500.
c Including 3 assistant principals at $1,080 to $1,350, average $1,170.
d Including 60 assistant principals at $405 to $585, average $569, and not including 34 cadets at $240.
e Also 2 assistant superintendents and 1 director of high schools at $2,500.
f Not including 13 supervising principals at $2,000 and 1 director of primary work at $1,500.
g Including 62 assistant principals at $850 to $1,200, average $988.
h Including 1 assistant principal at $2,400.
i Including 45 assistant principals at $940 to $1,190, average $985.
j Including 1 assistant principal at $1,200.
k Including kindergarten teachers, number not reported.
l Included in elementary teachers.
m Not reported.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
19. Minneapolis.....	M	.....	...	$4,250	4	$2,300	$2,700	$2,400	32	$850	$1,500	$1,064	9	$1,050	$1,650	$1,322	...	...	...	...	..	....	..	...	...	...		
Minn.	F	.....	...	....	..	....	....	....	106	600	1,200	894	47	800	1,500	1,117	762	$450	$800	$699	..	....	4	$300	$700	$500		
	T	214,112	952	....	4	2,300	2,700	2,400	138	600	1,500	933	56	800	1,650	1,150	762	450	800	699	..	....	4	300	700	500		
20. Indianapolis....	M	.....	...	*a*5,000	2	2,500	2,600	2,550	34	700	1,800	1,133	7	700	1,200	1,014	8	500	800	622	..	....	..	...	...	...		
Ind.	F	.....	...	....	..	....	....	....	44	700	1,200	945	29	700	1,200	971	509	400	800	582	..	....	..	...	...	...		
	T	191,038	710	....	2	2,500	2,600	2,550	78	700	1,800	1,027	*b*36	700	1,200	979	*c*517	400	800	582	..	....	..	...	...	...		
21. Providence.....	M	.....	...	4,000	4	2,500	2,500	2,500	33	900	2,000	1,394	15	1,500	2,000	1,967	...	...	....	...	..	....	..	...	...	...		
R. I.	F	.....	...	....	..	....	....	....	47	600	2,000	1,154	68	550	850	688	406	400	1,000	593	1	1,000	52	300	600	434		
	T	189,742	711	....	4	2,500	2,500	2,500	*d*80	600	2,000	1,253	83	550	2,000	919	*e*406	400	1,000	593	1	1,000	52	300	600	434		
22. Kansas City.....	M	.....	...	*f*4,000	4	2,000	3,000	2,438	55	450	1,800	1,104	26	675	1,620	1,350	5	450	630	549	..	....	..	...	...	...		
Mo.	F	.....	...	....	..	....	....	....	55	405	1,215	836	22	675	1,620	1,256	481	405	630	593	..	....	8	405	495	439		
	T	173,064	704	....	4	2,000	3,000	2,438	*g*110	405	1,800	970	48	675	1,620	1,307	486	405	630	592	..	....	8	405	495	439		
23. St. Paul, Minn...	M	.....	...	*h*3,600	4	2,000	3,000	2,250	27	750	1,300	1,028	7	750	1,500	1,171	...	...	....	...	..	....	..	...	...	...		
	F	.....	...	....	..	....	....	....	52	700	1,100	949	35	700	1,400	1,111	446	400	750	644	..	....	60	400	750	589		
	T	172,038	650	....	4	2,000	3,000	2,250	79	700	1,300	976	*i*42	700	1,500	1,121	446	400	750	644	..	....	60	400	750	589		
24. Rochester, N.Y..	M	.....	...	5,000	1	2,600	2,600	2,600	12	800	2,000	1,363	12	1,100	1,800	1,583	...	...	....	...	..	....	..	...	...	...		
	F	.....	...	....	..	....	....	....	57	600	900	761	19	650	1,100	937	444	300	600	549	..	....	70	300	600	536		
	T	170,798	646	....	1	2,600	2,600	2,600	69	600	2,000	866	31	650	1,800	1,187	444	300	600	549	..	....	70	300	600	536		
25. Toledo, O.....	M	.....	...	4,000	2	1,500	2,000	1,750	19	700	1,500	1,200	8	900	1,100	1,063	12	500	750	657	..	....	..	...	...	...		
	F	.....	...	....	..	....	....	....	20	600	1,300	908	26	700	1,050	932	350	350	750	587	..	....	33	175	600	410		
	T	145,901	490	....	2	1,500	2,000	1,750	39	600	1,500	1,050	34	700	1,100	964	362	350	750	589	..	....	33	175	600	410		

a Also 2 assistant superintendents at $2,500.
b Not including 19 supervising principals at $1,200 to $1,500, average $1,439.
c Including 14 assistant principals at $800 and 35 German teachers at $400 to $650, average $579.
d Not including 6 student teachers at $400.
e Including 9 critic teachers at $600 to $1,000, average $822, and not including 10 substitutes at $400 and 28 pupil teachers at $300.
f Also 7 assistant superintendents at $2,400.
g Not including 7 substitutes at $315 to $360, average $341.
h Also 1 assistant superintendent at $1,800.
i Not including 3 supervisors at $1,300.

TABLE I—*Concluded*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools: Principals: No.	High Schools: Principals: Yearly Salary: Min.	Max.	Av.	High Schools: Teachers: No.	High Schools: Teachers: Yearly Salary: Min.	Max.	Av.	Elementary Schools: Principals: No.	Elementary Schools: Principals: Yearly Salary: Min.	Max.	Av.	Elementary Schools: Teachers: No.	Elementary Schools: Teachers: Yearly Salary: Min.	Max.	Av.	Kindergartens: Directors: No.	Yearly Salary	Kindergartens: Teachers: No.	Yearly Salary: Min.	Max.	Av.
26. Denver, Colo.	M	.....	...	$a5,000	4	$2,500	$3,200	$2,925	49	$ 800	$1,900	$1,345	31	$ 950	$2,000	$1,444	7	$760	$ 808	$787	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	51	800	1,600	1,096	15	950	2,000	1,267	525	635	1,010	762	1	$1,100	40	$325	$550	$450
	T	144,588	747	....	4	2,500	3,200	2,925	100	800	1,900	1,218	46	950	2,000	1,386	532	635	1,010	762	1	1,100	40	325	550	450
27. Allegheny, Pa.	(b) M	.....	...	3,000	1	2,000	2,000	2,000	11	750	1,400	1,155	19	1,600	2,100	1,884	....	...	....	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	11	750	1,400	1,005	2	1,600	1,700	1,650	328	500	900	745	..	....	14	550	750	657
	T	138,018	419	....	1	2,000	2,000	2,000	22	750	1,400	1,080	21	1,600	2,100	1,862	328	500	900	745	..	....	14	550	750	657
28. Columbus, O.	M	.....	...	2,850	4	1,615	1,900	1,829	23	808	1,282	1,097	..	....	....	....	....	...	....	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	47	808	1,282	1,131	33	855	1,140	1,116	390	380	618	546	..	....	..	...	...	...
	T	135,487	540	....	4	1,615	1,900	1,829	70	808	1,282	1,120	33	855	1,140	1,116	390	380	618	546	..	....	..	...	...	...
29. Worcester, Mass.	M	.....	...	4,000	3	3,000	3,000	3,000	24	900	2,300	1,433	11	600	1,900	1,164	8	500	750	656	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	46	500	1,050	851	22	600	1,350	925	419	300	750	574	1	1,050	27	350	600	472
	T	128,552	611	....	3	3,000	3,000	3,000	c70	500	2,300	1,051	d33	600	1,900	1,005	e427	300	750	575	1	1,050	27	350	600	472
30. Los Angeles, Calif.	M	.....	...	3,600	2	2,200	3,000	2,600	17	1,000	1,750	1,332	17	1,050	1,925	1,478	19	600	1,000	777	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	36	1,000	1,650	1,169	42	850	1,750	1,219	478	540	760	694	1	1,300	85	420	750	535
	T	116,420	711	....	2	2,200	3,000	2,600	f53	1,000	1,750	1,222	59	850	1,925	1,294	g497	540	1,000	697	1	1,300	85	420	750	535
31. New Haven, Conn.	M	.....	...	3,800	1	3,200	3,200	3,200	21	600	2,000	1,150	1	850	850	850	3	500	500	500	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	34	400	1,250	769	28	500	1,000	720	343	300	900	537	1	1,000	30	300	600	489
	T	114,600	483	....	1	3,200	3,200	3,200	h55	400	2,000	915	i29	500	1,000	724	346	300	900	536	1	1,000	30	300	600	489
32. Syracuse, N. Y.	M	.....	...	4,000	2	2,500	3,000	2,750	11	1,000	2,100	1,664	10	1,200	1,800	1,740	....	...	....	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	45	550	1,200	758	23	700	1,000	987	394	300	650	579	1	1,200	(k)	(k)	(k)	(k)
	T	114,443	503	....	2	2,500	3,000	2,750	j56	550	2,100	936	33	700	1,800	1,215	394	300	650	579	1	1,200	(k)	(k)	(k)	(k)

a Also 2 assistant superintendents at $3,000 and $4,000, average $3,500.

b Report noted "to take effect June 1, 1905."

c Including 4 assistant principals at $600 to $700, average $650.

d Not including 8 supervising principals at $2,000 to $2,300, average $2,188.

e Including 4 German and French teachers at $300 to $750, average $513.

f Including 7 heads of departments at $1,650 to $1,750, average $1,664.

g Including 7 assistant principals at $1,000.

h Including 1 assistant principal at $2,000.

i Not including 11 supervising principals at $1,200 to $2,300, average $2,055.

j Including 1 assistant principal at $2,100 and 6 heads of departments at $1,800.

k Not reported.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
				Principals				Teachers				Principals				Teachers				Directors		Teachers					
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
33. Fall River, Mass. M	.....	...	$3,300	1	$3,000	$3,000	$3,000	10	$ 800	$2,000	$1,220	9	$ 900	$1,600	$1,289	1	$520	$520	$520	..	....	..	....	....	....	....	....
F	.....	...	....	..	....	....	....	11	800	1,200	973	38	560	1,400	684	316	320	640	493	..	....	6	$360	$480	$420		
T	114,004	411	....	1	3,000	3,000	3,000	a21	800	2,000	1,090	47	560	1,600	800	317	320	640	403	..	....	6	360	480	420		
34. Memphis, Tenn.. M	.....	...	2,400	1	1,500	1,500	1,500	1	675	675	675	2	990	1,080	1,035	...	...	...	...	..	....	..	....	....	....	....	....
F	.....	...	....	..	....	....	....	12	720	945	829	9	855	1,125	1,065	128	360	765	534	..	....	..	....	....	....	....	....
T	113,669	b158	....	1	1,500	1,500	1,500	c13	675	945	817	11	855	1,125	1,060	128	360	765	534	..	....	..	....	....	....	....	....
35. Omaha, Neb.... M	.....	...	3,600	1	2,400	2,400	2,400	12	760	1,500	1,067	..	....	....	....	...	...	...	...	..	....	..	....	....	....	....	....
F	.....	...	....	..	....	....	....	39	665	1,800	997	34	760	1,425	1,119	283	380	760	632	1	$1,235	50	380	713	549		
T	113,361	424	....	1	2,400	2,400	2,400	d51	665	1,800	1,014	34	760	1,425	1,119	283	380	760	632	1	1,235	50	380	713	549		
36. Paterson, N. J.. M	.....	...	3,600	1	2,300	2,300	2,300	8	1,200	1,200	1,200	17	1,500	1,800	1,641	...	...	...	...	..	....	..	....	....	....	....	....
F	.....	...	....	..	....	....	....	15	900	900	900	2	900	900	900	305	550	725	580	1	1,500	19	575	575	575		
T	113,217	396	....	1	2,300	2,300	2,300	23	900	1,200	1,004	19	900	1,800	1,563	305	550	725	580	1	1,500	19	575	575	575		
37. St. Joseph, Mo.. M	.....	...	2,500	2	990	2,000	1,495	8	585	1,485	1,086	5	585	878	783	1	473	473	473	..	....	..	....	....	....	....	....
F	.....	...	....	..	....	....	....	20	405	900	766	27	585	878	797	191	315	540	477	..	....	..	....	....	....	....	....
T	110,479	282	....	2	990	2,000	1,495	28	405	1,485	857	32	585	878	795	192	315	540	477	..	....	..	....	....	....	....	....
38. Scranton, Pa.... M	.....	...	3,500	1	2,500	2,500	2,500	15	1,000	1,700	1,273	22	700	950	875	...	...	...	...	..	....	..	....	....	....	....	....
F	.....	...	....	..	....	....	....	11	750	1,500	1,064	14	700	950	882	306	400	650	555	1	1,000	13	450	500	473		
T	107,026	400	....	1	2,500	2,500	2,500	26	750	1,700	1,185	36	700	950	878	306	400	650	555	1	1,000	13	450	500	473		
39. Lowell, Mass.... M	.....	..	3,000	1	3,000	3,000	3,000	6	800	2,200	1,383	9	2,000	2,000	2,000	...	...	...	...	..	....	..	....	....	....	....	....
F	.....	...	....	..	....	....	....	24	650	1,000	798	33	625	650	645	215	500	600	595	1	500	25	450	500	476		
T	100,150	333	....	1	3,000	3,000	3,000	30	650	2,200	915	42	625	2,000	935	215	500	600	595	1	500	25	450	500	475		
40. Portland, Ore... M	.....	...	3,000	1	2,000	2,000	2,000	7	950	1,000	979	23	800	1,650	1,274	...	...	...	...	..	....	..	....	....	....	....	....
F	.....	...	....	..	....	....	....	15	900	1,000	990	4	850	1,550	1,125	304	550	750	684	..	....	..	....	....	....	....	....
T	98,655	362	....	1	2,000	2,000	2,000	22	900	1,000	986	27	800	1,650	1,252	304	550	750	684	..	....	..	....	....	....	....	....

a Including 1 assistant principal at $2,000.
b Not including teachers of colored schools, not reported.
c Including 1 assistant principal at $945.
d Including 2 assistant principals at $1,500 and $1,800, average $1,650.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools: Principals: No.	High Schools: Principals: Yearly Salary: Min.	High Schools: Principals: Yearly Salary: Max.	High Schools: Principals: Yearly Salary: Av.	High Schools: Teachers: No.	High Schools: Teachers: Yearly Salary: Min.	High Schools: Teachers: Yearly Salary: Max.	High Schools: Teachers: Yearly Salary: Av.	Elementary Schools: Principals: No.	Elementary Schools: Principals: Yearly Salary: Min.	Elementary Schools: Principals: Yearly Salary: Max.	Elementary Schools: Principals: Yearly Salary: Av.	Elementary Schools: Teachers: No.	Elementary Schools: Teachers: Yearly Salary: Min.	Elementary Schools: Teachers: Yearly Salary: Max.	Elementary Schools: Teachers: Yearly Salary: Av.	Kindergartens: Directors: No.	Kindergartens: Directors: Yearly Salary	Kindergartens: Teachers: No.	Kindergartens: Teachers: Yearly Salary: Min.	Kindergartens: Teachers: Yearly Salary: Max.	Kindergartens: Teachers: Yearly Salary: Av.
41. Cambridge, Mass.	M	.....	...	$3,500	3	$3,000	$3,000	$3,000	19	$ 700	$2,000	$1,337	11	$1,850	$2,500	$2,018	2	$1,200	$1,400	$1,300	..	...	..	...	...	...
	F	.....	...	....	..	....	....	....	41	500	1,300	888	23	760	2,000	853	265	450	900	675	..	...	25	$450	$700	$632
	T	98,444	428	....	3	3,000	3,000	3,000	60	500	2,000	1,030	34	760	2,500	1,230	267	450	1,400	680	..	...	25	450	700	632
42. Atlanta, Ga.	M	.....	...	2,500	1	2,000	2,000	2,000	6	1,200	1,500	1,450	3	650	700	667	...	...	....	....	..	...	..	...	...	...
	F	.....	...	....	1	1,750	1,750	1,750	14	700	1,250	861	19	650	1,200	1,063	217	250	650	517	..	...	..	...	...	...
	T	96,550	292	....	2	1,750	2,000	1,875	*a*20	700	1,500	1,038	22	650	1,200	1,009	*b*217	250	650	517	..	...	..	...	...	...
43. Albany, N. Y.	M	.....	...	3,000	1	3,000	3,000	3,000	10	1,000	2,500	1,610	13	1,900	1,900	1,900	...	...	....	....	..	...	..	...	...	...
	F	.....	...	....	..	....	....	....	19	700	900	755	9	1,000	1,200	1,178	224	400	700	586	1	$800	23	400	650	567
	T	93,920	314	....	1	3,000	3,000	3,000	*c*29	700	2,500	1,050	22	1,000	1,900	1,605	224	400	700	586	1	800	23	400	650	567
44. Dayton, Ohio	M	.....	...	3,000	1	2,000	2,000	2,000	17	720	1,440	1,196	13	1,425	1,425	1,425	4	540	720	641	..	...	..	...	...	...
	F	.....	...	....	..	....	....	....	17	720	1,170	990	9	1,425	1,425	1,425	315	315	720	546	1	900	(*f*)	315	630	(*g*)
	T	92,566	397	....	1	2,000	2,000	2,000	*d*34	720	1,440	1,093	22	1,425	1,425	1,425	*e*319	315	720	547	1	900	(*f*)	315	630	(*g*)
45. Seattle, Wash.	M	.....	...	4,000	1	1,850	1,850	1,850	24	800	1,250	1,044	16	1,000	1,600	1,416	...	...	....	....	..	...	..	...	...	...
	F	.....	...	....	..	....	....	....	26	900	1,200	1,012	8	1,050	1,400	1,213	297	550	800	755	..	...	4	550	800	663
	T	92,020	379	....	1	1,850	1,850	1,850	50	800	1,250	1,027	24	1,000	1,600	1,348	297	550	800	755	..	...	4	550	800	663
46. Grand Rapids, Mich.	M	.....	...	3,500	2	2,200	2,400	2,300	12	650	1,250	979	3	960	1,600	1,197	...	...	....	....	..	...	..	...	...	...
	F	.....	...	....	..	....	....	....	28	600	1,300	884	31	670	960	834	288	350	850	608	1	850	32	350	625	512
	T	91,630	416	....	2	2,200	2,400	2,300	40	600	1,300	913	34	670	1,600	866	288	350	851	608	1	850	32	350	625	512
47. Hartford, Conn.	M	.....	...	1,500	1	4,000	4,000	4,000	(*g*)	1,200	2,500	(*g*)	(*g*)	1,800	(*g*)	(*g*)	(*g*)	...	....	....	..	...	..	...	...	...
	F	.....	...	....	..	....	....	....	(*g*)	800	1,900	(*g*)	(*g*)	1,200	1,200	1,200	(*g*)	400	1,000	(*g*)	..	...	(*g*)	500	900	(*g*)
	T	87,836	318	....	1	4,000	4,000	4,000	(*g*)	800	2,500	(*g*)	(*g*)	1,200	(*g*)	(*g*)	(*g*)	400	1,000	(*g*)	..	...	(*g*)	500	900	(*g*)
48. Richmond, Va.	M	.....	...	....	2	1,500	1,800	1,650	5	900	1,125	945	16	1,125	1,350	1,336	7	495	495	495	..	...	..	...	...	...
	F	.....	...	....	..	....	....	....	28	540	792	549	..	....	....	....	217	297	585	436	..	...	3	405	405	405
	T	86,148	278	....	2	1,500	1800	1,650	*h*33	540	1,125	609	16	1,125	1,350	1,336	224	297	585	439	..	...	3	405	405	405

a Including 1 assistant principal at $1,250.
b Including 21 assistant principals at $400 to $650, average $588.
c Including 1 assistant principal at $2,500.
d Including 1 assistant principal at $1,440.
e Including 22 assistant principals at $720, and kindergarten teachers, number not reported.
f Included in elementary teachers, number not reported.
g Not reported.
h Including 2 assistant principals at $792 and $1,125, average $959.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
49. Reading, Pa...	M	.....	...	$2,500	1	$1,800	$1,800	$1,800	8	$1,200	$1,500	$1,238	..	....	....	....	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	1	1,400	1,400	1,400	10	800	900	890	..	....	....	....	317	$350	$670	$483	..	....	..	...	...	...
	T	85,051	341	....	2	1,400	1,800	1,600	18	800	1,500	1,044	..	....	....	....	317	350	670	483	..	....	..	...	...	...
50. Nashville, Tenn.	M	.....	...	3,000	2	1,200	2,250	1,725	9	750	1,550	1,150	10	$ 700	$1,550	$1,140	15	350	800	557	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	7	650	1,000	857	..	....	....	....	186	300	850	538	..	....	..	...	...	...
	T	82,711	238	....	2	1,200	2,250	1,725	16	650	1,550	1,022	10	700	1,550	1,140	*a*201	300	850	539	..	....	..	...	...	...
51. Wilmington....	M	.....	...	2,200	1	1,900	1,900	1,900	4	500	1,000	800	..	....	....	....	...	...	...	...	..	....	..	...	...	...
Del.	F	.....	...	....	1	1,200	1,200	1,200	16	600	800	688	25	400	850	614	222	350	600	432	..	....	..	...	...	...
	T	81,300	285	....	2	1,200	1,900	1,550	20	500	1,000	710	25	400	850	614	222	350	600	432	..	....	..	...	...	...
52. Camden, N. J..	M	.....	...	3,000	1	1,400	1,400	1,400	6	800	1,200	917	4	1,250	1,450	1,213	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	12	800	900	875	29	600	1,250	872	270	400	725	526	..	....	7	$440	$520	$486
	T	79,811	333	....	1	1,400	1,400	1,400	18	800	1,200	889	*b*33	600	1,450	914	270	400	725	526	..	....	7	440	520	486
53. Bridgeport	M	.....	...	3,900	1	2,500	2,500	2,500	5	650	1,200	970	3	1,500	1,600	1,567	...	...	...	...	..	....	..	...	...	...
Conn.	F	.....	...	....	..	....	....	....	13	650	900	854	18	650	1,500	890	204	425	900	548	..	....	..	...	...	...
	T	77,635	248	....	1	2,500	2,500	2,500	18	650	1,200	886	21	650	1,600	987	*c*204	425	900	548	..	....	..	...	...	...
54. Trenton, N. J..	M	.....	...	2,800	1	2,300	2,300	2,300	7	750	1,100	843	4	1,200	1,500	1,425	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	10	750	800	770	20	700	900	810	199	375	700	507	1	$1,000	(*d*)	(*d*)	(*d*)	(*d*)
	T	76,766	246	....	1	2,300	2,300	2,300	17	750	1,100	800	24	700	1,500	913	199	375	700	507	1	1,000	(*d*)	(*d*)	(*d*)	(*d*)
55. Troy, N. Y....	M	.....	...	2,500	1	2,500	2,500	2,500	6	1,000	1,600	1,417	6	725	1,200	1,088	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	12	750	850	767	31	500	725	657	135	350	600	495	..	....	10	350	650	472
	T	75,567	206	....	1	2,500	2,500	2,500	18	750	1,600	983	*e*7	500	1,200	727	135	350	600	495	..	....	10	350	650	472
56. Lynn, Mass....	M	.....	...	2,500	2	2,500	2,500	2,500	12	700	1,800	1,333	5	1,800	1,800	1,800	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	19	700	1,050	882	33	625	1,200	698	174	450	625	586	..	....	..	...	...	...
	T	72,350	265	....	2	2,500	2,500	2,500	*f*31	700	1,800	1,056	38	625	1,800	843	174	450	625	586	..	....	..	...	...	...

a Including 6 assistant principals at $700 to $800, average $733.
b Including 5 supervising principals at $1,000 to $1,450, average $1,260.
c Including 5 critic teachers at $750 to $900, average $860.
d Not reported.
e Not including 1 supervisor of primary work at $750.
f Including 1 assistant principal at $1,800.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
57. Oakland, Calif.	M	.....	..	*a*$3,300	2	$2,250	$2,760	$2,505	13	$1,080	$1,500	$1,306	12	$1,200	$2,000	$1,758	....	....	....	....	..	....	..	....	....	....	....	....
	F	.....	...	....	..	....	....	....	25	1,080	1,320	1,250	6	1,200	2,000	1,633	210	$ 660	$ 912	$ 866	..	....	2	$780	$900	$840		
	T	70,386	288	.....	2	2,250	2,760	2,505	38	1,080	1,500	1,269	18	1,200	2,000	1,717	210	660	912	866	..	....	2	780	900	840		
58. New Bedford, Mass.	M	.....	...	(*e*)	1	3,000	3,000	3,000	5	1,500	1,900	1,660	5	800	1,900	1,680	....	..	....	....	..	....	..	....	....	....	....	....
	F	.....	...	....	..	....	....	....	10	1,000	1,000	1,000	21	600	1,900	814	174	475	750	611	..	....	6	500	600	550		
	T	68,955	257	....	1	3,000	3,000	3,000	15	1,000	1,900	1,220	26	600	1,900	981	174	475	750	611	..	....	6	500	600	550		
59. Somerville, Mass.	M	.....	...	3,000	2	3,000	3,000	3,000	10	1,000	2,000	1,690	10	1,900	1,900	1,900	....	....	....	....	..	....	..	....	....	....	....	....
	F	.....	...	....	..	....	....	....	29	600	1,200	931	13	725	1,900	985	222	425	725	647	..	....	8	425	600	513		
	T	68,090	302	....	2	3,000	3,000	3,000	39	600	2,000	1,126	23	725	1,900	1,383	222	425	725	647	..	....	8	425	600	513		
60. Lawrence, Mass.	M	.....	...	3,000	1	2,800	2,800	2,800	9	700	1,600	1,022	6	1,500	2,000	1,750	....	....	....	....	..	....	..	....	....	....	....	....
	F	.....	...	....	.	....	....	....	14	500	1,000	775	17	500	650	579	188	400	600	501	..	....	..	....	....	....		
	T	67,932	248	....	1	2,800	2,800	2,800	*b*23	500	1,600	872	23	500	2,000	885	188	400	600	501	..	....	..	....	....	....		
61. Springfield, Mass.	M	.....	...	*a*4,000	2	2,700	3,000	2,850	17	700	2,200	1,379	8	1,500	2,000	1,825	....	....	....	....	..	....	26	350	650	488		
	F	.....	...	....	..	....	....	....	26	600	1,500	890	17	700	2.000	912	243	375	800	596	..	....						
	T	67,423	358	...	2	2,700	3.000	2,850	43	600	2,200	1,084	25	700	2,000	1,204	243	375	800	596	..	....	26	350	650	488		
62. Des Moines, Ia. (*c*)	M	.. ..	...	*d*3,600	2	2,000	2,399	2,200	(*e*)	(*e*)	(*e*)	(*e*)	..	....	....	....	(*e*)	(*e*)	(*e*)	(*e*)	..	....	..	....	....	....	....	....
	F	.....	...	....	1	1,350	1,350	1,350	(*e*)	(*e*)	(*e*)	(*e*)	30	(*e*)	(*e*)	897	(*e*)	(*e*)	(*e*)	(*e*)	..	....	..	....	....	....		
	T	65,754	...	....	3	1,350	2,399	1,916	61	(*e*)	(*e*)	908	30	(*e*)	(*e*)	897	*f*249	(*e*)	(*e*)	*f*509	..	....	..	.....	....	....		
63. Savannah. Ga.	M	.....	...	(*e*)	1	2,000	2,000	2,000	5	1,000	1,800	1,560	11	1,000	1 800	1,582	1	400	400	400	..	....	..	....	....	....		
	F	.....	...	....	..	....	....	....	3	1,000	1,300	1,100	1	1,800	1,800	1,800	114	400	725	524	..	....	..	....	....	....		
	T	64,562	136	....	1	2,000	2,000	2,000	8	1,000	1,800	1,388	12	1,000	1,800	1,600	1,115	400	725	523	..	....	..	....	....	....		
64. Hoboken, N. J.	M	.....	...	2,800	1	2,000	2,000	2,000	1	1,200	1,200	1,200	7	1,800	1,800	1,800	....	....	....	....	..	....	..	....	....	....	....	....
	F	.....	...	....	..	....	....	....	7	960	960	960	2	1,800	1,800	1,800	183	480	1,200	639	..	....	14	480	900	(*e*)		
	T	64,080	222	....	1	2,000	2,000	2,000	8	960	1,200	990	9	1,800	1,800	1,800	*g*183	480	1,200	639	..	....	14	480	900	(*e*)		

a Also one assistant superintendent at $2.000.
b Including 1 assistant principal at $1,600.
c Data from Iowa Educational Directory, school year 1904–05; includes East and West Des Moines.
d Also 1 at $1,600 (East Des Moines).
e Not reported.
f Not including 26 teachers in 3 schools in which average yearly salaries are respectively $501, $558, and $618.
g Including 5 assistant principals at $1,200.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
65. Peoria, Ill.	M	.....	...	$3,500	1	$2,500	$2,500	$2,500	12	$ 800	$1,700	$1,158	16	$1,400	$1,800	$1,600	...	...	...	...	..	....	..	....	....	....	....	....
	F	.....	...	....	..	....	....	....	10	600	1,000	760	1	1,200	1,200	1,200	245	$350	$600	$537	..	....	..	....	....	....	....	....
	T	62,094	289	....	1	2,500	2,500	2,500	22	600	1,700	977	17	1,200	1,800	1,576	245	350	600	537	..	....	..	....	....	....	....	....
66. Evansville, Ind.	M	.....	...	3,000	1	1,800	1,800	1,800	(a)	(a)	(a)	(a)	9	800	1,200	922	...	...	...	...	..	....	..	....	....	....	....	....
	F	.....	...	....	..	....	....	....	(a)	(a)	(a)	(a)	6	1,000	1,000	1,000	185	350	650	546	1	$1,400	7	$500	$600	$557	....	....
	T	61,482	261	....	1	1,800	1,800	1,800	(a)	850	1,500	(a)	15	800	1,200	953	185	350	650	546	1	1,400	7	500	600	557	....	....
67. Manchester N. H.	M	.....	...	2,300	1	2,200	2,200	2,200	4	800	1,800	1,200	7	1,000	1,500	1,429	1	550	550	550	..	....	..	....	....	....	....	....
	F	.....	...	....	..	....	....	....	12	600	800	721	9	600	1,200	767	107	350	575	522	..	....	..	....	....	....	....	....
	T	60,845	147	....	1	2,200	2,200	2,200	b16	600	1,800	841	16	600	1,500	1,056	108	350	575	522	..	....	..	....	....	....	....	....
68. Utica, N. Y.	M	.....	...	3,300	1	2,500	2,500	2,500	7	1,000	1,500	1,229	5	1,100	1,800	1,280	...	...	...	...	..	....	..	....	....	....	....	....
	F	.....	...	....	..	....	....	....	13	650	750	723	13	575	650	638	170	350	750	499	1	1,000	14	350	475	434	....	....
	T	60,097	251	....	1	2,500	2,500	2,500	20	650	1,500	900	18	575	1,900	817	170	350	750	499	1	1,000	c14	350	475	434	....	....
69. San Antonio Tex.	M	.....	...	2,700	1	1,800	1,800	1,800	6	900	1,170	1,080	11	990	1,260	1,089	11	576	720	637	..	....	..	....	....	....	....	....
	F	.....	...	....	..	....	....	....	7	900	1,320	1,101	14	900	1,170	996	125	360	720	574	..	....	..	....	....	....	....	....
	T	58,016	178	....	1	1,800	1,800	1,800	13	900	1,320	1,092	25	900	1,260	1,037	136	360	720	579	..	....	..	....	....	....	....	....
70. Duluth, Minn.	M	.....	...	3,600	1	3,000	3,000	3,000	10	700	1,250	1,053	...	....	....	....	1	500	500	500	..	....	..	....	....	....	....	....
	F	.....	...	....	..	....	....	....	12	700	900	808	15	750	1,150	1,030	221	400	725	594	..	....	12	500	600	588	....	....
	T	57,397	276	....	1	3,000	3,000	3,000	22	700	1,250	919	15	750	1,150	1,030	222	400	725	594	..	....	12	550	600	588	....	....
71. Salt Lake City. Utah	M	.....	...	(a)	2	1,500	2,500	2,000	10	720	1,080	926	15	900	1,450	1,332	9	360	675	588	..	....	..	....	....	....	....	....
	F	.....	...	....	..	....	....	....	18	743	1,080	802	7	800	1,450	1,080	268	415	720	561	..	....	..	....	....	....	....	....
	T	57,138	334	....	2	1,500	2,500	2,000	28	720	1,080	846	22	800	1,450	1,253	277	315	720	562	..	....	..	....	....	....	....	....
72. Waterbury Conn.	M	.....	...	3,000	1	2,300	2,300	2,300	5	950	1,400	1,085	3	1,100	1,900	1,583	...	...	...	...	..	....	..	....	....	....	....	....
	F	.....	...	....	..	....	....	....	13	750	1,400	783	11	700	850	755	162	400	700	551	..	....	..	....	....	....	....	....
	T	56,521	206	....	1	2,300	2,300	2,300	18	750	1,400	867	d14	700	1,900	933	162	400	700	551	..	....	..	....	....	....	....	....

a Not reported.
b Including 1 assistant principal at $1,800.
c Not including 15 half-day teachers at $250 to $300, average $273.
d Not including 1 supervisor of primary schools at $850.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools: Principals: No.	High Schools: Principals: Yearly Salary Min.	High Schools: Principals: Yearly Salary Max.	High Schools: Principals: Yearly Salary Av.	High Schools: Teachers: No.	High Schools: Teachers: Yearly Salary Min.	High Schools: Teachers: Yearly Salary Max.	High Schools: Teachers: Yearly Salary Av.	Elementary Schools: Principals: No.	Elementary Schools: Principals: Yearly Salary Min.	Elementary Schools: Principals: Yearly Salary Max.	Elementary Schools: Principals: Yearly Salary Av.	Elementary Schools: Teachers: No.	Elementary Schools: Teachers: Yearly Salary Min.	Elementary Schools: Teachers: Yearly Salary Max.	Elementary Schools: Teachers: Yearly Salary Av.	Kindergartens: Directors: No.	Kindergartens: Directors: Yearly Salary	Kindergartens: Teachers: No.	Kindergartens: Teachers: Yearly Salary Min.	Kindergartens: Teachers: Yearly Salary Max.	Kindergartens: Teachers: Yearly Salary Av.
73. Elizabeth, N. J.	M	.....	...	(a)	1	$ b2,700	$ b2,700	$ b2,700	6	$ 850	$1,000	$ 963	5	$1,800	$1,800	$1,800	...	...	....	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	10	675	1,000	775	4	1,000	1,500	1,250	116	$400	$1,000	$559	..	....	..	...	...	...
	T	56,441	148	....	a1	b2,700	b2,700	b2,700	c16	675	1,000	845	9	1,000	1,800	1,556	d116	400	1,000	559	..	....	..	...	...	...
74. Erie, Pa.....	M	.....	...	$3,000	1	2,100	2,100	2,100	6	979	1,800	1,407	..	....	....	....	...	...	....	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	12	646	1,102	781	17	675	760	745	180	333	713	431	..	....	2	$332	$352	$342
	T	56,363	226	....	1	2,100	2,100	2,100	e18	646	1,800	990	17	675	760	745	180	333	713	431	..	....	2	332	352	342
75. Charleston, S.C.	M	.....	..	2,500	1	1,900	1,900	1,900	(f)	(f)	(f)	(f)	9	700	1,500	1,211	...	...	....	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	(f)	600	(f)	(f)	4	750	750	750	(f)	300	540	(f)	..	....	..	...	...	...
	T	56.062	135	....	1	1,900	1,900	1,900	(f)	(f)	(f)	(f)	13	700	1,500	1,069	(f)	300	540	(f)	..	....	..	...	...	...
76. Wilkesbarre, Pa.	M	.....	...	3,000	1	1,900	1,900	1,900	10	850	1,200	1,010	18	650	1,250	974	2	525	600	563	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	6	750	850	783	..	....	....	....	144	360	600	504	..	....	1	500	500	500
	T	55,921	184	....	1	1,900	1,900	1,900	16	750	1,200	925	18	650	1,250	974	146	360	600	504	..	....	1	500	500	500
77. Kansas City.... Kans.	M	.....	...	2,250	1	1,500	1,500	1,500	8	765	1,100	908	20	540	1,080	850	...	...	....	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	14	360	945	723	1	540	540	540	154	360	513	486	..	....	..	...	...	...
	T	55,348g	200	....	1	1,500	1,500	1,500	22	360	1,100	790	21	540	1,080	835	154	360	513	486	..	...	..	...	...	...
78. Norfolk, Va.....	M	.....	...	2,050	1	2,000	2,000	2,000	2	900	1,400	1,150	12	750	1,400	1,133	...	...	....	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	7	550	900	807	..	....	....	....	88	320	650	477	..	....	..	...	...	...
	T	55,149	113	....	1	2,000	2,000	2,000	g9	550	1,400	883	12	750	1,400	1,133	88	320	650	477	..	....	..	...	...	...
79. Harrisburg, Pa..	M	.....	...	(f)	1	2,000	2,000	2,000	8	865	1,045	999	12	550	800	729	7	475	666	610	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	8	865	1,045	926	21	550	800	686	131	345	665	451	..	....	..	...	...	...
	T	52,921	197	....	1	2,000	2,000	2,000	16	865	1,045	963	33	550	800	702	138	345	665	459	..	....	..	...	...	...
80. Yonkers, N. Y..	M	.....	...	(f)	1	2,900	2,900	2,900	7	1,000	1,650	1,286	..	....	....	....	...	...	....	...	..	....	..	...	...	...
	F	.....	...	...	..	....	....	....	15	700	1,350	1,037	16	800	2,000	1,203	171	600	1,000	704	..	....	..	...	...	...
	T	52,701	227	....	1	2,900	2,900	2,900	22	700	1,650	1,116	16	800	2,000	1,203	171	600	1,000	704	..	....	..	...	...	...

a Principal of high school is also superintendent of schools.
b Including salary as superintendent.
c Including 1 assistant principal at $1,000.
d Including 7 assistant principals at $600 to $1,000, average $743.
e Including 1 assistant principal at $1,800.
f Not reported.
g Including 1 assistant principal at $1,400.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens						
				Principals				Teachers				Principals				Teachers				Directors		Teachers				
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary			
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
81. Portland, Me.....	52,656	No data obtainable																								
82. Houston, Texas M	.....	...	$2,500	1	$1,800	$1,800	$1,800	(a)	$ 810	$1,000	(a)	(a)	$1,000	(a)	(a)	...	...	...	...	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	(a)	765	900	(a)	(a)	(a)	(a)	(a)	(a)	$405	$630	(a)	..	....	..	...	...	...
T	50,760	200	....	1	1,800	1,800	1,800	(a)	765	1,000	(a)	(a)	(a)	(a)	(a)	(a)	405	630	(a)	..	....	..	...	...	...
83. Holyoke, Mass..M	.....	...	3,000	1	2,400	2,400	2,400	7	800	1,800	1,279	6	1,500	$2,000	$1,833	2	700	900	$800	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	14	500	1,200	743	6	800	850	808	131	450	700	604	..	....	14	$350	$550	$479
T	48,736	186	....	1	2,400	2,400	2,400	b21	500	1,800	921	12	800	2,000	1,321	133	450	900	607	..	....	14	350	550	479
84. Youngstown, O.M	.....	...	2,800	1	2,200	2,200	2,200	5	1,400	1,400	1,400	10	1,000	1,200	1,180	...	...	...	...	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	8	1,000	1,000	1,000	8	600	1,100	813	152	300	650	474	..	....	2	400	750	575
T	48,386	191	....	1	2,200	2,200	2,200	13	1,000	1,400	1,154	18	600	1,200	1,017	152	300	650	474	..	....	2	400	750	575
85. Fort Wayne....M	.....	...	3,000	1	2,000	2,000	2,000	7	650	1,200	1,050	2	1,000	1,000	1,000	1	600	600	600	..	....	..	...	...	...
Ind. F	.....	...	....	..	....	....	....	7	650	1,000	775	13	600	1,100	838	124	383	600	499	..	....	8	350	400	375
T	48,031	169	....	1	2,000	2,000	2,000	c14	650	1,200	913	15	600	1,100	860	125	383	600	500	..	....	8	350	400	375
86. Akron, O.....M	.....	...	3,100	1	1,800	1,800	1,800	9	800	1,200	972	6	1,000	1,200	1,108	...	...	...	...	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	12	700	950	808	7	700	1,100	850	173	325	600	502	..	....	(e)	325	600	(a)
T	47,833	214	....	1	1,800	1,800	1,800	21	700	1,200	879	13	700	1,200	969	d173	325	600	502	..	....	(e)	325	600	(a)
87. Tacoma, Wash..M	.....	...	2,600	1	1,800	1,800	1,800	7	850	1,050	950	11	800	1,400	1,114	6	650	750	708	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	12	600	950	908	8	900	1,300	1,138	161	500	750	666	..	....	..	...	...	...
T	45,102	209	....	1	1,800	1,800	1,800	19	600	1,050	924	19	800	1,400	1,124	167	500	750	667	..	....	..	...	...	...
88. Covington, Ky..M	.....	...	2,400	1	1,600	1,600	1,600	..	....	....	....	..	....	....	....	...	...	...	...	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	6	850	1,250	917	..	....	....	....	89	550	650	570	..	....	12	400	500	450
T	44,759	112	....		1,600	1,600	1,600	f6	850	1,250	917	..	....	....	....	g89	550	650	570	..	....	12	400	500	450

a Not reported.
b Including 1 assistant principal at $1,800.
c Including 1 assistant principal at $1,000.
d Including kindergarten teachers, number not reported.
e Included in elementary teachers.
f Including 1 assistant principal at $1,250.
g Including principals.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
				Principals				Teachers				Principals				Teachers				Directors		Teachers			
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
89. Lancaster, Pa...	M	.....	...	$2,000	2	$ 800	$1,200	$1,000	1	$ 900	$ 900	$ 900	7	$ 660	$ 660	$ 660	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	2	600	850	725	7	525	750	575	12	430	660	512	89	$350	$525	$419	..	....	..	...	...	...
	T	44,294	124	....	4	600	1,200	863	8	525	900	616	19	430	660	567	89	350	525	419	..	....	..	...	...	...
90. Lincoln, Neb....	M	.....	...	2,400	1	2,000	2,000	2,000	6	630	855	743	1	711	711	711	1	599	599	599	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	23	540	855	728	15	630	819	769	106	369	617	560	..	....	9	$594	$617	$608
	T	44,243	192	....	1	2,000	2,000	2,000	29	540	855	731	16	630	819	766	107	369	617	561	..	....	9	594	617	608
91. Dallas, Tex.....	M	.....	...	2,400	1	1,500	1,500	1,500	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	..	....	..	...	...	...
	T	44,159	164	....	1	1,500	1,500	1,500	(a)	720	1,080	(a)	(a)	810	1,242	(a)	(a)	450	608	(a)	..	....	..	...	...	...
92. Brockton, Mass.	M	.....	...	2,800	1	2,100	2,100	2,100	4	1,200	1,500	1,375	7	1,500	2,000	1,693	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	16	700	1,000	831	10	600	1,400	733	152	450	600	557	..	....	..	...	...	...
	T	43,873	195	....	1	2,100	2,100	2,100	20	700	1,500	940	7	600	2,000	1,128	*b*152	450	600	557	..	....	..	...	...	...
93. Schenectady....	M	.....	...	2,500	1	2,000	2,000	2,000	3	1,000	1,200	1,133	2	750	1,500	1,125	...	...	...	...	..	....	..	...	...	...
N. Y.	F	.....	...	....	..	....	....	....	14	600	1,000	750	7	650	800	721	117	375	600	503	..	....	9	375	600	486
	T	43,538	160	....	1	2,000	2,000	2,000	17	600	1,200	818	9	650	1,500	811	117	375	600	503	..	....	9	375	600	486
94. Pawtucket, R. I.	M	.....	...	2,600	1	2,200	2,200	2,200	4	1,200	1,600	1,300	4	1,200	1,300	1,250	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	6	600	800	733	16	500	1,300	653	120	360	600	525	..	....	22	360	560	475
	T	42,711	171	....	1	2,200	2,200	2,200	*c*10	600	1,600	960	20	500	1,300	772	*d*120	360	600	525	..	....	22	360	560	475
95. Birmingham....	M	.....	...	2,800	2	630	1,800	1,215	4	495	900	765	7	495	1,380	835	1	428	428	428	..	....	..	...	...	...
Ala.	F	.....	...	....	..	....	....	....	9	360	855	610	3	765	1,380	970	88	270	585	426	..	....	..	...	...	...
	T	42,087	122	....	2	630	1,800	1,215	13	360	900	658	10	495	1,380	875	89	270	585	426	..	....	..	...	...	...
96. Little Rock, Ark.	M	.....	...	2,100	1	1,500	1,500	1,500	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	..	....	..	...	...	...
	T	42,036	(a)	....	1	1,500	1,500	1,500	(a)	(a)	(a)	*e*50	(a)	(a)	1,300	(a)	(a)	(a)	(a)	*e*85	..	....	..	...	...	...

a Not reported.
b Including 8 assistant principals at $600.
c Including one assistant principal at $1,600.
d Including 7 assistant principals at $360 to $600, average $537.
e Per month; reported as average.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
97. Spokane, Wash.	M	.....	...	$3,000	1	$1,500	$1,500	$1,500	12	$ 720	$1,150	$ 962	5	$ 801	$1,152	$1,066	..	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	16	855	1,116	919	14	774	1,206	973	187	$360	$720	$646	..	....	2	$540	$720	$630
	T	41,927	240	....	1	1,500	1,500	1,500	28	720	1,150	937	19	774	1,206	997	187	360	720	646	.	...	2	540	720	630
98. Altoona, Pa.	M	.....	...	2,000	1	1,485	1,485	1,485	4	810	990	900	12	765	990	866	2	675	675	675	..	....	..	..	..	...
	F	.....	...	....	..	....	....	....	5	675	765	729	..	....	....	....	135	333	585	440	..	....	..	...	...	...
	T	41,565	164	....	1	1,485	1,485	1,485	a9	675	900	805	1 2	765	990	866	137	333	675	443	..	....	..	...	...	...
99. Augusta, Ga.	M	.....	...	2,500	1	1,800	1,800	1,800	..	....	....	....	7	863	1,200	1,104	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	4	675	675	675	..	....	....	....	82	289	675	450	..	....	5	360	600	456
	T	41,283	*b*100	....	1	1,800	1,800	1,800	4	675	675	675	7	863	1,200	1,104	82	289	675	450	..	....	5	360	600	456
100. Saginaw, Mich.	M	.....	...	2,200	1	1,800	1,800	1,800	4	1,050	1,400	1,163	5	900	1,150	1,030	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	14	550	800	716	7	750	900	821	88	300	600	457	..	....	..	...	...	...
	T	41,151	145	....	1	1,800	1,800	1,800	18	550	1,400	815	12	750	1,150	908	88	300	600	457	..	....	..	...	...	...
101. Binghamton, N. Y.	M	.....	...	2,500	1	2,500	2,500	2,500	(*c*)	(*c*)	1,500	(*c*)	5	1,200	1,200	1,200	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	(*c*)	500	1,000	(*c*)	(*c*)	700	1,150	(*c*)	(*c*)	360	500	(*c*)	..	....	(*c*)	360	500	(*c*)
	T	41,039	200	....	1	2,500	2,500	2,500	(*c*)	500	1,500	(*c*)	(*c*)	700	1,200	(*c*)	(*c*)	360	500	(*c*)	..	....	(*c*)	360	500	(*c*)
102. Mobile, Ala.	M	.....	...	*d*2,500	1	1,464	1,464	1,464	1	1,080	1,080	1,080	2	864	1,208	1,036	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	1	1,256	1,256	1,256	4	520	520	520	3	520	1,000	680	(*c*)	432	520	(*c*)	..	....	(*c*)	320	480	(*c*)
	T	40,686	79	....	2	1,256	1,464	1,360	5	520	1,080	632	5	520	1,208	822	(*c*)	432	520	(*c*)	..	....	(*c*)	320	480	(*c*)
103. South Bend, Ind.		40,327	No data obtainable																							
104. Wheeling, W. Va.	M	.....	...	2,100	1	1,600	1,600	1,600	3	750	990	880	5	1,200	1,300	1,280	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	6	675	675	675	3	1,300	1,300	1,300	126	441	570	473	..	....	..	...	...	...
	T	40.186	146	....	1	1,600	1,600	1,600	9	675	990	743	8	1,200	1,300	1,288	126	441	570	473	..	....	..	...	...	...

a Including 1 assistant principal at $990. *b* Not including 62 teachers in rural schools. *c* Not reported. *d* Also assistant superintendent at $1,200.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools							Elementary Schools							Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
105. Springfield, O. .		40,161	No dat	a obtaina	ble																					
106. Johnstown, Pa.	M	.....	...	$2,500	1	$1,300	$1,300	$1,300	5	$720	$1,000	$ 864	20	$ 630	$ 945	$ 737	...	...	...	...	..	...	..	..	...	...
	F	.....	...	....	..	....	....	....	5	720	900	774	2	675	698	686	118	$360	$630	$522	..	...	..	..	...	...
	T	39,059	156	....	1	1,300	1,300	1,300	*a*10	720	1,000	819	22	630	945	732	118	360	630	522	..	...	..	..	..	...
107. Haverhill, Mass.	M	.....	...	2,300	1	2,300	2,300	2,300	5	800	1,400	1,220	4	1,100	1,300	1,225	...	...	...	...	..	...	..	..	...	...
	F	.....	...	....	..	....	....	....	13	450	1,000	788	12	475	1,100	750	119	300	600	528	..	....	4	$250	$500	$375
	T	38,987	166	....	1	2,300	2,300	2,300	18	450	1,400	908	16	475	1,300	869	119	300	600	528	..	...	4	250	500	375
108. Terre Haute, Ind.	M	.....	...	(*b*)	1	1,700	1,700	1,700	7	800	1,000	907	12	650	1,100	930	8	495	650	547	..	...	..	..	...	...
	F	.....	...	....	..	....	....	....	17	650	1,000	768	11	600	1,025	811	154	410	590	520	..	...	..	..	...	...
	T	38,611	214	....	1	1,700	1,700	1,700	*c*24	650	1,000	809	*d*23	600	1,100	873	162	410	650	522	..	...	..	..	...	...
109. Allentown, Pa.	M	.....	...	1,750	1	1,200	1,200	1,200	8	750	1,200	919	11	630	700	678	8	450	630	585	..	...	..	..	...	...
	F	.....	...	....	..	....	....	....	5	550	850	720	5	465	650	577	100	380	630	478	..	...	..	..	...	...
	T	38,573	141	....	1	1,200	1,200	1,200	13	550	1,200	842	16	465	700	646	108	380	630	486	..	...	..	..	...	...
10. McKeesport. Pa.	M	.....	...	2,100	1	1,450	1,450	1,450	3	900	1,050	1,000	9	1,000	1,500	1,189	...	...	...	...	..	...	..	..	...	...
	F	.....	...	....	..	....	....	....	4	720	950	835	..	....	....	....	135	405	540	502	..	...	..	..	...	...
	T	38,274	156	....	1	1,450	1,450	1,450	7	720	1,050	906	9	1,000	1,500	1,189	135	405	540	502	..	...	..	..	...	...
111. Dubuque, Ia.	M	.....	...	2,500	1	2,000	2,000	2,000	7	850	1,100	986	4	1,400	1,600	1,500	3	250	250	250	..	...	..	..	...	...
	F	.....	...	....	..	....	....	....	6	600	800	717	5	600	1,100	860	97	250	600	461	1	$700	13	300	450	369
	T	38,094	141	....	1	2,000	2,000	2,000	13	600	1,100	862	9	600	1,600	1,144	*e*100	250	600	455	1	700	13	300	450	369
112. Davenport, Ia.	M	.....	...	2,400	1	1,800	1,800	1,800	9	900	1,100	967	12	1,000	1,200	1,158	...	...	...	...	..	...	..	..	...	...
	F	.....	...	....	..	....	....	....	8	900	900	900	1	1,300	1,300	1,300	147	400	650	520	..	...	..	..	...	...
	T	37,768	185	....	1	1,800	1,800	1,800	17	900	1,100	935	13	1,000	1,300	1,169	*f*147	400	650	520	..	...	..	.	...	...

a Including 1 assistant principal at $1,000.
b Not reported.
c Including 1 assistant principal at $860.
d Including 3 supervisors for grades at $850 to $1,100, average $992.
e Including 5 German teachers at $250.
f Including 20 German teachers at $400 to $550, average $513.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
				Principals				Teachers				Principals				Teachers				Directors		Teachers			
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
113. Quincy, Ill.....	37,680	No dat	a obtaina	ble																					
114. Salem, Mass... M	.....	...	(a)	1	$2,500	$2,500	$2,500	5	$1,500	$1,500	$1,500	6	$ 800	$1,800	$1,633	...	...	...	...	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	12	600	1,200	767	15	650	650	650	89	$500	$600	$570	..	....	..	...	...	...
T	37,504	131	....	1	2,500	2,500	2,500	*b*17	600	1,500	982	21	650	1,800	931	89	500	600	570	..	....	..	...	...	...
115. Elmira, N. Y.. M	.....	...	$2,250	1	2,300	2,300	2,300	3	600	725	675	6	1,450	1,450	1,450	...	...	...	...	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	18	300	700	593	4	900	1,450	1,113	114	300	500	423	..	....	..	...	...	...
T	37,106	153	....	1	2,300	2,300	2,300	21	300	725	605	10	900	1,450	1,315	114	300	500	423	..	....	..	...	...	...
116. Malden, Mass. M	.....	...	2,500	1	2,400	2,400	2,400	7	1,000	1,400	1,200	6	1,400	1,800	1,600	...	...	...	...	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	17	500	900	862	9	700	1,500	900	127	300	650	585	..	....	..	...	...	...
T	36,853	171	....	1	2,400	2,400	2,400	24	500	1,400	960	15	700	1,500	1,180	127	300	650	585	..	....	..	...	...	...
117. Bayonne, N. J. M	.....	...	2,500	1	1,900	1,900	1,900	3	1,150	1,150	1,150	6	1,900	1,900	1,900	...	...	...	...	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	7	800	800	800	1	1,900	1,900	1,900	147	400	800	582	..	....	..	...	...	...
T	36,829	167	....	1	1,900	1,900	1,900	10	800	1,150	905	7	1,900	1,900	1,900	*c*147	400	800	582	..	....	..	...	...	...
118. Superior, Wis... M	.....	...	2,500	2	1,235	1,500	1,368	6	800	855	814	7	760	1,100	980	10	570	665	613	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	7	618	808	740	2	850	900	875	106	323	665	550	..	....	27	$238	$665	$463
T	36,824	175	....	2	1,235	1,500	1,368	13	618	855	774	9	760	1,100	957	116	323	665	555	..	....	27	238	665	463
119. York, Pa..... M	.....	...	2,000	1	1,500	1,500	1,500	7	720	900	784	2	540	585	565	18	315	585	470	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	5	495	585	531	8	450	495	489	90	315	495	375	..	....	..	...	...	...
T	36,438	148	....	1	1,500	1,500	1,500	12	495	900	679	10	450	585	504	*d*108	315	585	391	..	....	..	...	...	...
120. Newton, Mass. M	.....	...	3,500	1	3,250	3,250	3,250	6	1,300	2,600	2,183	10	1,100	2,000	1,880	...	...	...	...	..	....	..	...	...	...
F	.....	...	....	..	....	....	....	15	600	1,200	870	12	1,000	1,000	1,000	149	350	750	659	..	....	34	300	625	453
T	36,350	229	....	1	3,250	3,250	3,250	21	600	2,600	1,245	22	1,000	2,000	1,400	149	350	750	659	..	....	34	300	625	453

a Not reported. *b* Including 1 assistant principal at $1,500. *c* Including 14 assistant principals at $800. *d* Not including 15 assistants at $180 to $225, average $186.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
121. Springfield, Ill.	M	.....	...	$2,400	1	$1,800	$1,800	$1,800	7	$ 700	$1,650	$1,057	9	$1,000	$1 500	$1,322	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	11	500	1,000	809	5	650	1,000	810	102	$300	$600	$510	..	....	..	...	...	...
	T	36,211	140	....	1	1,800	1,800	1,800	*a*18	500	1,650	906	14	650	1,500	1,139	102	300	600	510	..	....	..	...	...	...
122. Butte, Mont.	M	.....	...	3,600	1	2,200	2,200	2,200	5	1,000	1,250	1,050	4	1,200	1,300	1,275	1	900	900	900	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	13	1,000	1,150	1,019	11	1,000	1,200	1,086	155	560	900	823	..	....	..	...	...	...
	T	36,127	193	....	1	2,200	2,200	2,200	*b*18	1,000	1,250	1,028	15	1,000	1,300	1,137	156	560	900	823	..	....	..	...	...	...
123. Chester, Pa.	M	.....	...	2,200	1	1,425	1,425	1,425	1	760	760	760	2	618	998	808	2	332	523	428	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	11	570	808	682	2	570	618	594	124	285	570	437	..	....	..	...	...	...
	T	35,995	146	....	1	1,425	1,425	1,425	*c*12	570	808	689	4	570	998	701	126	285	570	437	..	....	..	...	...	...
124. Chelsea, Mass.	M	.....	...	2,800	1	2,800	2,800	2,800	2	1,600	1,800	1,700	3	1,800	1,800	1,800	1	650	650	650	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	14	300	1,000	804	9	700	1,000	826	116	400	650	551	..	....	..	...	...	...
	T	35,920	150	....	1	2,800	2,800	2,800	*d*16	300	1,800	916	12	700	1,800	1,069	117	400	650	552	..	....	..	...	...	...
125. Topeka, Kans.	M	.....	...	(*e*)	1	1,620	1,620	1,620	5	675	900	792	12	720	1,035	896	4	450	540	518	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	17	675	900	760	9	567	945	767	117	360	540	494	..	....	..	...	...	...
	T	35,388	171	....	1	1,620	1,620	1,620	*f*22	675	900	767	21	567	1,035	841	121	360	540	495	..	....	..	...	...	...
126. Fitchburg, Mass.	M	.....	...	2,700	1	1,900	1,900	1,900	8	1,000	1,500	1,238	6	900	1,200	1,067	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	15	600	850	783	3	800	1,000	933	77	560	650	644	..	....	..	...	...	...
	T	34,378	115	....	1	1,900	1,900	1,900	23	600	1,500	941	9	800	1,200	1,022	77	560	650	644	..	....	..	...	...	...
127. Knoxville, Tenn.	M	.....	...	(*e*)	3	855	855	855	10	475	570	561	6	380	665	602	3	427	513	456	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	1	333	333	333	4	475	665	558	77	400	513	387	..	....	..	...	...	...
	T	34,344	105	....	3	855	855	855	11	333	570	540	10	380	665	584	80	400	513	390	..	....	..	...	...	...
128. E. St. Louis, Ill.	M	.....	...	2,500	1	1,600	1,600	1,600	4	1,100	1,200	1,150	9	1,200	1,200	1,200	2	550	600	575	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	8	750	850	813	2	750	750	750	98	400	700	557	..	....	..	...	...	...
	T	34,007	129	....	1	1,600	1,600	1,600	12	750	1,200	925	11	750	1,200	1,118	100	400	700	558	..	....	..	...	...	...

a Including 1 assistant principal at $1,650.
b Including 1 assistant principal at $1,150.
c Including 1 assistant principal at $760.
d Including 1 assistant principal at $1,600.
e Not reported.
f Including 1 assistant principal at $900.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
129. Rockford, Ill.	M	.....	...	$2,200	1	$2,000	$2,000	$2,000	7	$ 600	$1,100	$ 818	1	$1,300	$1,300	$1,300	...	...	...	...	..	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	12	500	900	663	15	450	800	700	112	$300	$500	$417	..	....	..	...	...	...	...	...
	T	33,361	153	....	1	2,000	2,000	2,000	19	500	1,100	720	16	450	1,300	738	112	300	500	417	..	....	..	...	...	...	...	...
130. Atlantic City, N. J.	M	.....	...	2,100	1	1,500	1,500	1,500	4	700	950	838	..	....	....	....	...	...	...	...	..	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	4	650	775	744	5	625	750	650	93	447	550	484	..	....	..	...	...	...	...	...
	T	33,272	113	....	1	1,500	1,500	1,500	8	650	950	791	5	625	750	650	93	447	550	484	..	....	..	...	...	...	...	...
131. Montgomery, Ala.	M	.....	...	(*a*)	1	1,200	1,200	1,200	1	1,000	1,000	1,000	3	480	480	480	...	...	...	...	..	....	..	...	...	...	...	...
	F	.....	...	....	1	890	890	890	6	600	700	630	9	240	800	566	76	240	560	357	..	....	..	...	...	...	...	...
	T	32,884	99	....	2	890	1,200	1,045	7	600	1,000	683	12	240	800	545	76	240	560	357	..	....	..	...	...	...	...	...
132. Taunton, Mass.	M	.....	...	2,400	1	2,000	2,000	2,000	4	800	1,300	1,100	5	600	1,600	1,200	1	400	400	400	..	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	7	600	1,100	800	13	550	750	602	110	300	600	488	..	....	..	...	...	...	...	...
	T	32,713	146	....	1	2,000	2,000	2,000	11	600	1,300	909	18	550	1,600	768	*b*111	300	600	488	..	....	..	...	...	...	...	...
133. Newcastle, Pa.	M	.....	...	1,800	1	1,400	1,400	1,400	3	720	1,000	843	10	720	900	851	...	...	...	...	..	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	5	675	855	711	2	720	765	743	113	270	630	420	..	....	..	...	...	...	...	...
	T	32,593	138	....	1	1,400	1,400	1,400	8	675	1,000	761	12	720	900	833	*c*113	270	630	420	..	....	..	...	...	...	...	...
134. Passaic, N. J.	M	.....	...	3,000	1	1,900	1,900	1,900	3	1,000	1,200	1,100	..	....	....	....	...	...	...	...	..	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	8	700	900	794	8	750	1,000	819	111	425	700	572	..	....	..	...	...	...	...	...
	T	32,452	140	.....	1	1,900	1,900	1,900	11	700	1,200	877	8	750	1,000	819	*d*111	425	700	572	..	....	..	...	...	...	...	...
135. Canton, Ohio	M	.....	...	2,700	1	1,520	1,520	1,520	6	713	1,140	910	8	950	950	950	...	...	...	...	..	....	1	$428	$428	$428	...	...
	F	.....	...	....	..	....	....	....	10	713	950	846	6	808	950	926	123	523	618	536	..	....	1	428	428	428	...	...
	T	32,011	160	....	1	1,520	1,520	1,520	16	713	1,140	870	14	808	950	940	123	523	618	536	..	....	1	...	...	...	...	...
136. Jacksonville Fla.	M	.....	...	1,500	1	1,200	1,200	1,200	..	...	....	....	5	320	420	346	...	...	...	...	..	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	5	640	640	640	14	320	720	646	92	240	600	321	..	....	..	...	...	...	...	...
	T	31,798	118	....	1	1,200	1,200	1,200	5	640	640	640	19	320	720	493	92	240	600	321	..	....	..	...	...	...	...	...

a Not reported. *b* Including 1 permanent substitute at $300 and 16 teachers of rural schools at $325 to $575, average $430.
c Including 5 assistant principals at $585 to $630, average $594. *d* Including 1 general substitute at $650.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
137. Galveston..... Tex.	M	.....	...	$2,500	1	$2,000	$2,000	$2,000	3	$1,300	$1,300	$1,300	9	$ 680	$1,572	$1,375	...	...	...	...	...	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	3	680	850	737	..	....	....	....	79	$425	$723	$525	..	....	..	...	...	...	...	...
	T	31,742	96	....	1	2,000	2,000	2,000	6	680	1,300	1,018	9	680	1,572	1,375	79	425	723	525	..	....	..	...	...	...	...	...
138. Sioux City..... Iowa	M	.....	...	2,400	1	1,800	1,800	1,800	8	720	720	720	6	855	1,200	968	...	...	...	...	...	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	10	540	675	617	11	630	900	732	165	360	540	450	..	....	..	...	...	...	...	...
	T	31,701	204	....	1	1,800	1,800	1,800	18	540	720	663	17	630	1,200	816	165	360	540	450	..	....	..	...	...	...	...	...
139. Auburn, N. Y..	M	.....	...	2,750	1	2,500	2,500	2,500	5	1,000	2,000	1,320	1	1,500	1,500	1,500	...	...	...	...	..	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	8	550	750	688	11	600	900	673	94	300	750	419	..	....	..	...	...	...	...	...
	T	31,692	126	....	1	2,500	2,500	2,500	13	550	2,000	931	12	600	1,500	742	94	300	750	419	..	....	..	...	...	...	...	...
140. Racine, Wis...	M	.....	...	1,600	1	1,800	1,800	1,800	5	800	1,200	955	9	1,100	1,400	1,322	...	...	...	...	..	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	8	600	1,000	734	..	....	....	....	98	325	650	494	..	....	15	$350	$550	$468		
	T	31,529	141	....	1	1,800	1,800	1,800	13	600	1,200	819	9	1,100	1,400	1,322	98	325	650	494	..	....	15	350	550	468		
141. S. Omaha..... Neb.	M	.....	...	2,200	1	1,200	1,200	1,200	3	765	765	765	..	....	....	....	...	...	...	...	..	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	11	675	810	761	10	675	765	738	97	540	630	546	..	....	..	...	...	...	...	...
	T	31,383	123	....	1	1,200	1,200	1,200	a14	675	810	762	10	675	765	738	b97	540	630	546	..	....	..	...	...	...	...	...
142. Joplin, Mo....	M	.....	...	1,500	1	1,080	1,080	1,080	3	540	630	578	7	495	810	659	2	405	450	428	..	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	7	540	630	598	5	540	630	576	82	270	473	389	..	....	..	...	...	...	...	...
	T	30,847	112	....	1	1,080	1,080	1,080	10	540	630	592	12	495	810	624	84	270	473	390	..	....	..	...	...	...	...	...
143. Joliet, Ill.....	M	.....	...	2,300	..	....	....	....	..	....	....	....	2	725	900	813	..	...	...	...	..	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	..	....	....	....	19	430	725	632	95	338	523	433	..	....	..	...	...	...	...	...
	T	30,769	121	....	..	....	....	....	..	....	....	....	21	430	900	649	95	338	523	433	..	....	..	...	...	...	...	...
144. Chattanooga... Tenn.	M	.....	...	2,000	1	1,200	1,200	1,200	1	765	765	765	3	900	900	900	2	360	477	423	..	....	..	...	...	...	...	...
	F	.....	...	....	..	....	....	....	8	585	630	615	3	585	900	795	77	270	504	386	..	....	..	...	...	...	...	...
	T	30,469	104	....	1	1,200	1,200	1,200	c9	585	765	632	6	585	900	848	79	270	504	387	..	....	..	...	...	...	...	...

a Including 1 assistant principal at $810.

b Including 3 regular substitutes at $630.

c Including 1 assistant principal at $765.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
145. Woonsocket	M	.....	...	$2,000	1	$1,500	$1,500	$1,500	2	$ 900	$1,000	$ 950	1	$1,300	$1,300	$1,300	...	...	...	...	..	....	..	...	...	...		
R. I.	F	....	..	.....	..	....	....	....	6	350	900	733	16	525	700	588	60	$325	$ 525	$453	..	....	3	$350	$425	$375		
	T	30,415	93	.....	1	1,500	1,500	1,500	8	350	1,000	788	17	525	1,300	629	60	325	525	453	..	....	3	350	425	375		
146. Sacramento	M	.....	...	2,250	1	2,500	2,500	2,500	4	1,000	1,500	1,250	4	1,100	1,750	1,563	...	...	...	...	..	....	..	...	...	...		
Calif.	F	.....	...	.....	..	....	....	....	8	1,000	1,000	1,000	8	900	1,100	1,075	90	700	1,000	764	..	....	15	500	650	590		
	T	30,152	149	.....	1	2,500	2,500	2,500	12	1,000	1,500	1,083	12	900	1,750	1,238	99	700	1,000	764	..	....	15	500	650	590		
147. La Crosse	M	.....	...	2,200	1	1,700	1,700	1,700	3	750	1,000	833	6	1,100	1,300	1,242	...	...	...	...	..	....	..	...	...	...		
Wis.	F	.....	...	.....	..	....	....	....	8	625	850	709	..	....	....	....	110	400	600	477	..	....	..	...	...	...		
	T	30,038	133	.....	1	1,700	1,700	1,700	11	625	1,000	743	6	1,100	1,300	1,242	110	400	600	477	..	....	..	...	...	...		
148. Oshkosh.	M	.....	...	2,100	1	1,500	1,500	1,500	3	650	1,100	867	10	650	1,200	1,010	...	...	...	...	..	....	..	...	...	...		
Wis.	F	.....	...	.....	..	....	....	....	9	500	750	619	..	....	....	....	74	375	600	479	..	....	24	150	400	307		
	T	29,919	128	.....	1	1,500	1,500	1,500	12	500	1,100	681	10	650	1,200	1,010	74	375	600	479	..	....	24	150	400	307		
149. Newport, Ky.		29,315	No data obtainable																									
150. Williamsport	M	.....	...	2,200	1	1,700	1,700	1,700	3	540	1,400	887	13	630	1,000	818	...	...	...	...	..	....	..	...	...	...		
Pa.	F	.....	...	....	..	....	....	....	2	450	720	585	7	540	585	546	84	405	630	448	..	....	..	...	...	...		
	T	29,246	114	....	1	1,700	1,700	1,700	*a*5	450	1,400	766	20	540	1,000	723	84	405	630	448	..	....	..	...	...	...		
151. Pueblo, Colo.	M	.....	...	3,000	1	1,600	1,600	1,600	2	900	1,200	1,050	1	1,350	1,350	1,350	...	...	...	...	..	....	..	...	...	...		
	F	.....	...	....	..	....	....	....	10	713	1,000	827	6	713	1,350	882	72	380	950	605	..	....	..	...	...	...		
	T	29,237	103	....	1	1,600	1,600	1,600	12	713	1,200	864	7	713	1,350	949	*b*72	380	950	605	..	....	..	...	...	...		
152. Council Bluffs	M	.....	...	2,400	1	1,700	1,700	1,700	(*d*)	(*d*)	(*d*)	(*d*)	..	....	....	...	(*d*)	(*d*)	(*d*)	(*d*)	..	....	..	...	...	...		
Iowa (*c*)	F	.....	...	....	..	....	....	....	(*d*)	(*d*)	(*d*)	(*d*)	13	(*d*)	(*d*)	706	(*d*)	(*d*)	(*d*)	(*d*)	..	....	(*d*)	315	315	315		
	T	29,171	147	....	1	1,700	1,700	1,700	16	(*d*)	(*d*)	692	13	(*d*)	(*d*)	706	114	(*d*)	(*d*)	459	..	....	(*d*)	315	315	315		

a Including 1 assistant principal at $1,400.
b Including 1 supply at $808, 1 arithmetic teacher at $950, and 1 reading teacher at $950.
c Data from Iowa Educational Directory, school year 1904–05 and special report.
d Not reported.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
153. New Britain, Conn.	M	.....	...	$2,800	1	$2,700	$2,700	$2,700	3	$1,000	$1,350	$1,200	2	$ 850	$1,600	$1,225	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	9	650	800	706	7	500	600	568	66	$380	$625	$451	..	....	18	$380	$480	$436
	T	28,506	127	....	1	2,700	2,700	2,700	12	650	1,350	829	9	500	1,600	714	a66	380	625	451	..	....	18	380	480	436
154. Everett, Mass.	M	.....	...	2,500	1	2,500	2,500	2,500	3	1,200	1,500	1,367	4	1,100	1,600	1,325	3	575	575	575	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	9	600	750	706	11	600	1,300	814	116	400	600	526	..	....	..	...	...	...
	T	28,317	169	....	1	2,500	2,500	2,500	12	600	1,500	871	15	600	1,600	950	119	400	600	528	..	....	..	...	...	...
155. Cedar Rapids, Iowa	M	.....	...	3,000	1	1,550	1,550	1,550	5	630	900	801	1	900	900	900	1	405	405	405	..	....	..	...	...	...
	F	....	...	....	..	....	....	....	12	450	900	720	9	720	1,125	775	111	225	630	430	..	....	5	270	473	374
	T	27,948	149	....	1	1,550	1,550	1,550	17	450	900	744	10	720	1,125	788	b112	225	630	429	..	....	5	270	473	374
156. Lexington, Ky.	M	.....	...	1,800	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	5	600	1,200	920	...	...	...	...	..	....	..	...	..	...
	F	.....	...	....	..	....	....	....	(c)	(c)	(c)	(c)	3	650	650	650	(c)	350	500	(c)	..	....	(c)	250	500	(c)
	T	27,809	111	....	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	8	600	1,200	819	(c)	350	500	(c)	..	....	(c)	250	500	(c)
157. Bay City, Mich.	M	.....	...	2,250	1	1,600	1,600	1,600	7	800	950	893	..	....	....	....	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	11	625	900	741	9	600	700	668	74	300	550	418	..	....	..	...	...	...
	T	27,565	127	....	1	1,600	1,600	1,600	18	625	950	800	9	600	700	668	74	300	550	418	..	....	..	...	...	...
158. Fort Worth. Tex.	M	.....	...	2,000	1	1,500	1,500	1,500	6	570	950	831	10	950	1,188	1,064	5	380	665	542	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	8	760	950	897	..	....	....	....	74	380	713	515	..	....	..	...	...	...
	T	27,192	108	....	1	1,500	1,500	15,00	14	570	950	869	10	950	1,188	1,064	79	380	713	516	..	....	..	...	...	...
159. Easton, Pa.	M	.....	...	2,000	1	1,400	1,400	1,400	8	1,000	1,300	1,100	9	820	850	830	3	450	625	525	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	3	700	1,100	933	5	450	675	616	82	375	625	435	..	....	..	...	...	...
	T	26,775	114	....	1	1,400	1,400	1,400	11	700	1,300	1,055	14	450	850	759	85	375	625	439	.	....	..	...	...	...
160. Gloucester. Mass.	M	.....	...	2,300	1	2,300	2,300	2,300	2	1,000	1,000	1,000	2	1,500	1,500	1,500	...	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	11	500	1,000	736	17	450	600	500	86	300	525	388	..	....	..	...	...	...
	T	26,562	123	....	1	2,300	2,300	2,300	13	500	1,000	777	19	450	1,500	605	86	300	525	388	..	....	..	...	...	....

a Not including 12 model teachers, salaries not reported. *b* Including 2 assistant principals at $630. *c* Not reported.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
161. West Hoboken. N. J.	M	.....	...	$2,100	..	....	....	....	3	$1,050	$1,050	$1,050	1	$1,465	$1,465	$1,465	...	...	...	...	..	....	..	...	...	...		
	F	.....	...	....	..	....	....	....	..	....	....	....	3	1,045	1,150	1,080	77	$315	$945	$502	..	....	..	...	...	...		
	T	26,523	89	....	..	....	....	....	3	1,050	1,050	1,050	4	1,045	1,465	1,176	77	315	945	502	..	....	..	...	...	...		
162. North Adams. Mass.	M	.....	...	2,850	1	$2,500	$2,000	$2,500	4	700	1,200	880	..	....	....	....	...	...	...	...	..	....	..	...	...	...		
	F	.....	...	....	..	....	....	....	5	600	750	680	9	570	836	692	86	380	570	460	..	....	7	$342	$475	$421		
	T	26,510	116	....	1	2.500	2,500	2,500	a9	600	1,200	769	9	570	836	692	86	380	570	460	..	....	7	342	475	421		
163. Jackson City... Mich.	M	.....	...	2,500	2	900	1,500	1,200	2	700	900	800	4	600	1,100	788	3	475	600	535	..	....	..	...	...	...		
	F	.....	...	....	..	....	....	....	8	500	750	660	10	450	700	549	64	400	600	470	..	....	..	...	...	...		
	T	26,494	98	....	2	900	1,500	1,200	10	500	900	695	14	450	1,100	617	67	400	600	473	..	....	..	...	...	...		
164. Kalamazoo.... Mich.	M	.....	...	2,200	1	1,300	1,300	1,300	4	725	1,125	863	1	950	950	950	1	500	500	500	..	....	..	...	...	...		
	F	.....	...	....	..	....	....	....	14	550	1,050	648	8	600	725	649	75	340	525	409	1	$625	7	320	460	389		
	T	26,252	123	....	1	1,300	1,300	1,300	b18	550	1,125	696	9	600	950	683	76	340	525	410	1	625	7	320	460	389		
165. Quincy, Mass..	M	.....	...	2,500	1	2,200	2,200	2,200	6	600	1,100	783	7	1,400	1,400	1,400	...	...	...	...	..	....	..	...	...	...		
	F	.....	...	....	..	....	....	....	11	600	850	714	1	1,400	1,400	1,400	109	400	600	482	..	....	..	...	...	...		
	T	26,053	139	....	1	2,200	2,200	2,200	c17	600	1,100	738	8	1,400	1,400	1,400	d109	400	600	482	..	....	..	...	...	...		
166. Hamilton, O...	M	.....	...	2,500	1	1,700	1,700	1,700	2	808	903	855	8	665	1,140	962	4	475	713	594	..	....	..	...	...	...		
	F	.....	...	....	..	....	....	....	7	570	855	774	..	....	....	....	71	380	570	477	..	....	..	...	...	...		
	T	25,819	103	....	1	1,700	1,700	1,700	9	570	903	792	8	665	1,140	962	e75	380	713	483	..	....	..	...	...	...		
167. Orange, N. J...	M	.....	...	3,000	(f)	(f)	(f)	(f)	(f)	1,000	1,400	(f)	(f)	1,200	1,600	(f)	...	...	...	...	..	....	..	...	...	...		
	F	.....	...	....	..	....	....	....	(f)	700	900	(f)	(f)	1,000	1,300	(f)	(f)	450	650	(f)	..	....	..	...	...	...		
	T	25,731	107	....	(f)	(f)	(f)	(f)	(f)	700	1,400	(f)	(f)	1,000	1,600	(f)	(f)	450	650	(f)	..	....	..	...	...	...		
168. Kingston, N.Y.	M	.....	...	2,500	2	1,800	2,500	2,150	5	600	1,100	850	7	900	1,100	1,014	2	500	500	500	..	....	..	...	..	...		
	F	.....	.	....	..	....	....	....	9	650	1,000	736	..	....	....	...	68	450	600	485	..	....	..	...	...	...		
	T	25,516	99	....	2	1.800	2,500	2,150	g14	600	1,100	777	7	900	1,100	1,014	70	450	600	486	..	....	..	.	...	...		

a Including 1 assistant principal at $1,200. *b* Including 1 assistant principal at $1,050. *c* Including 1 assistant principal at $1,100. *d* Including 2 assistant principals at $600.
e Including 3 German teachers at $475 to $618, average $538. *f* Not reported. *g* Including 2 assistant principals at $1,000.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
				Principals				Teachers				Principals				Teachers				Directors		Teachers					
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
169. Newburg, N.Y.	M	.....	...	$2,000	1	$1,500	$1,500	$1,500	2	$1,000	$1,000	$1,000	4	$1,300	$1,300	$1,300	..	....	....	....	..	....	..	....	....	....	..	....
	F	.....	...	....	..	....	....	....	12	600	1,000	738	1	900	900	900	85	$450	$900	$463	..	....	..	....	....	....	..	....
	T	25,501	112	....	1	1,500	1,500	1,500	14	600	1,000	775	5	900	1,300	1,220	85	450	900	463	..	....	..	....	....	....	..	....
170. Aurora, Ill.	M	.....	...	(*a*)	2	1,100	2,000	1,550	6	600	900	833	..	....	....	....	..	....	....	....	..	....	..	....	....	....	..	....
	F	.....	...	....	..	....	....	....	12	600	1,000	729	5	550	1,000	805	64	350	750	532	..	....	..	....	....	....	..	....
	T	25,485	101	....	2	1,100	2,000	1,550	18	600	1,000	764	5	550	1,000	805	64	350	750	532	..	....	..	....	....	....	..	....
171. Lima, O.	M	.....	...	2,400	1	1,500	1,500	1,500	1	585	585	585	1	808	808	808	..	....	....	....	..	....	..	....	....	....	..	....
	F	.....	...	....	..	....	....	....	7	475	760	631	8	570	760	683	82	285	523	393	..	....	..	....	....	....	..	....
	T	25,445	103	....	1	1,500	1,500	1,500	8	475	760	625	9	570	808	697	82	285	523	393	..	....	..	....	....	....	..	....
172. Nashua, N.H.	M	.....	...	(*b*)	1	2,000	2,000	2,000	1	1,200	1,200	1,200	1	1,100	1,100	1,100	..	....	....	....	..	....	..	....	....	....	..	....
	F	.....	...	....	..	....	....	....	8	700	800	713	4	600	700	625	48	400	450	416	..	....	..	....	....	....	..	....
	T	25,275	67	....	1	2,000	2,000	2,000	*c*9	700	1,200	767	5	600	1,100	720	48	400	450	416	..	....	..	....	....	....	..	....
173. Meriden, Conn.	M	.....	...	2,000	1	2,000	2,000	2,000	1	1,200	1,200	1,200	6	900	1,650	1,442	..	....	....	....	..	....	..	....	....	....	..	....
	F	.....	...	....	..	....	....	....	11	500	850	700	5	600	800	740	83	350	700	490	..	....	2	$300	$500	$400		
	T	25,088	112	....	1	2,000	2,000	2,000	*c*12	500	1,200	742	11	600	1,650	1,123	83	350	700	490	..	....	2	300	500	400		
174. Jamestown, N. Y.	M	.....	...	2,500	1	1,800	1,800	1,800	3	700	800	767	1	1,100	1,100	1,100	..	....	....	....	..	....	..	....	....	....	..	....
	F	.....	...	....	..	....	....	....	13	600	900	685	11	525	650	607	58	325	600	440	..	....	9	375	450	433		
	T	24,947	121	....	1	1,800	1,800	1,800	16	600	900	700	12	525	1,100	648	58	325	600	440	..	....	9	375	450	433		
175. Wichita, Kan.	M	.....	...	2,000	1	1,300	1,300	1,300	5	720	1,000	790	1	675	675	675	..	....	....	....	..	....	..	....	....	....	..	....
	F	.....	...	....	..	....	....	....	9	540	788	673	12	518	765	669	87	315	495	419	..	....	..	....	....	....	..	....
	T	24,917	118	....	1	1,300	1,300	1,300	14	540	1,000	714	13	518	765	670	87	315	495	419	..	....	..	....	....	....	..	....
176. Waltham, Mass.	M	.....	...	2,200	1	2,000	2,000	2,000	3	900	1,500	1,200	2	1,800	1,800	1,800	..	....	....	....	..	....	..	....	....	....	..	....
	F	.....	...	....	..	....	....	....	11	700	900	818	9	620	680	649	63	500	700	594	..	....	..	....	....	....	..	....
	T	24,912	100	....	1	2,000	2,000	2,000	*d*14	700	1,500	900	11	620	1,800	858	63	500	700	594	..	....	..	....	....	....	..	....

a Two superintendents (East Side and West Side) at $2,400 and $2,200, respectively.

b Not reported.

c Including 1 assistant principal at $1,200.

d Including 1 assistant principal at $1,500.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
				Principals				Teachers				Principals				Teachers				Directors		Teachers					
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
177. Poughkeepsie, N. Y.	M	.....	..	(a)	1	$2,000	$2,000	$2,000	5	$800	$1,100	$940	2	$ 700	$1,200	$ 950	..	...	...	...	..	....	..	...	...	...	...	...
	F	.....	..	....	..	....	....	....	8	700	800	744	8	525	625	578	57	$425	$700	$474	..	....	8	$100	$650	$313		
	T	24,575	96	....	1	2,000	2,000	2,000	13	700	1,100	819	10	525	1,200	653	57	425	700	474	..	....	8	100	650	313		
178. Muncie, Ind.	M	.....	..	$2,300	1	1,260	1,260	1,260	9	450	720	680	2	675	675	675	2	495	495	495	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	3	720	720	720	6	540	675	615	59	410	540	495	..	....	..	...	...	...		
	T	24,492	85	....	1	1,260	1,260	1,260	12	450	720	690	8	540	675	630	61	410	540	495	..	....	..	...	...	...		
179. Lewiston, Me.	M	.....	..	1,700	1	1,800	1,800	1,800	1	900	900	900	1	1,500	1,500	1,500	..	...	...	...	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	6	550	700	625	..	....	....	....	59	300	500	419	..	....	(d)	(a)	(a)	(a)		
	T	24,379	74	....	1	1,800	1,800	1,800	b7	550	900	664	1	1,500	1,500	1,500	c59	300	500	419	..	....	(d)	(a)	(a)	(a)		
180. Mt. Vernon, N.Y.		24,348	No dat	a obtaina	ble																						
181. Cohoes, N.Y.	M	.....	..	2,000	1	1,250	1,250	1,250	..	...	....	....	..	....	....	....	..	...	...	...	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	3	675	765	705	9	576	768	630	36	472	472	472	..	....	4	472	472	472		
	T	24,330	58	....	1	1,250	1,250	1,250	e3	675	765	705	9	576	768	630	36	472	472	472	..	....	4	472	472	472		
182. Zanesville, O.	M	.....	..	2,100	1	1,450	1,450	1,450	3	625	1,000	750	..	....	....	....	..	...	...	...	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	9	625	625	625	8	555	555	555	75	525	525	525	..	....	..	...	...	...		
	T	24,297	100	....	1	1,450	1,450	1,450	f12	625	1,000	656	8	555	555	555	75	525	525	525	..	....	..	...	...	...		
183. Bloomington, Ill.	M	.....	..	3,000	1	1,600	1,600	1,600	7	800	1,100	957	..	....	....	....	..	...	...	...	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	9	450	750	700	11	590	810	705	75	360	585	471	..	....	..	...	...	...		
	T	24,276	109	....	1	1,600	1,600	1,600	16	450	1,100	813	11	590	810	705	75	360	585	471	..	....	..	...	...	...		
184. Newport News, Va.	M	.....	..	1,500	1	900	900	900	2	675	675	675	4	405	675	563	..	...	...	...	..	....	..	...	...	...		
	F	...	..	....	..	....	....	....	2	585	585	585	1	585	585	585	44	360	450	409	..	....	..	...	...	...		
	T	24,100	57	....	1	900	900	900	4	585	675	630	5	405	675	567	44	360	450	409	..	....	..	...	...	...		

a Not reported.
b Including 1 assistant principal at $900.
c Including kindergarten teachers, number not reported.
d Included in elementary teachers.
e Including 1 assistant principal at $765.
f Including 1 assistant principal at $1,000.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools							Elementary Schools							Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
185. Colorado Spgs. Colo.	M	.....	...	$3,300	1	$1,900	$1,900	$1,900	7	$ 900	$1,150	$1,057	6	$ 780	$1,600	$1,153	..	....	....	....	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	8	780	1,075	967	8	840	1,260	1,019	93	$540	$780	$730	..	....	..	....	....	....
	T	24,092	129	....	1	1,900	1,900	1,900	15	780	1,150	1,009	14	780	1,600	1,076	93	540	780	730	..	....	..	....	....	....
186. Sheboygan. Wis.	M	.....	...	(*a*)	1	1,400	1,400	1,400	5	650	1,000	800	6	850	1,200	1,067	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	5	600	800	670	..	....	....	....	63	400	600	458	1	$650	21	$250	$500	$381
	T	24,060	111	....	1	1,400	1,400	1,400	10	600	1,000	735	6	850	1,200	1,067	63	400	600	458	1	650	21	250	500	381
187. East Orange. N. J.	M	.....	...	3,900	1	2,900	2,900	2,900	6	1,100	1,800	1,450	6	1,900	2,500	2,267	2	600	725	663	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	11	800	1,250	977	..	....	....	....	73	575	800	660	..	....	17	450	675	543
	T	23,972	122	....	1	2,900	2,900	2,900	17	800	1,800	1,144	6	1,900	2,500	2,267	75	575	800	660	..	....	17	450	675	543
188. Elgin, Ill.	M	.....	...	2,400	1	1,550	1,550	1,550	4	1,045	1,150	1,099	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	15	618	900	735	10	665	855	722	76	285	618	497	..	....	..	....	....	....
	T	23,816	112	....	1	1,550	1,550	1,550	*b*19	618	1,150	812	10	665	855	722	76	285	618	497	..	....	..	....	....	....
189. Watertown. N. Y	M	.....	...	2,350	1	2,000	2,000	2,000	1	1,200	1,200	1,200	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	13	650	850	700	10	440	600	548	85	320	600	373	..	....	4	350	450	400
	T	23,787	117	....	1	2,000	2,000	2,000	14	650	1,200	736	10	440	600	548	85	320	600	373	..	....	4	350	450	400
190. Springfield. Mo.	M	.....	...	2,250	2	720	1,800	1,260	5	675	810	711	..	....	....	....	2	315	315	315	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	7	450	675	611	8	585	585	585	63	270	540	354	..	....	..	....	....	....
	T	23,693	88	....	2	720	1,800	1,260	12	450	810	653	8	585	585	585	65	270	540	353	..	....	..	....	....	....
191. Austin, Tex.	M	.....	...	2,000	1	1,500	1,500	1,500	2	1,000	1,000	1,000	2	1,200	1,200	1,200	..	....	....	....	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	9	680	680	680	4	595	850	733	44	340	561	504	..	....	..	....	....	....
	T	23,574	68	....	1	1,500	1,500	1,500	11	680	1,000	738	6	595	1,200	889	44	340	561	504	..	....	..	....	....	....
192. Macon, Ga.		23,431	No data obtainable																							

a Not reported. *b* Including 1 assistant principal at $1,100.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
				Principals				Teachers				Principals				Teachers				Directors		Teachers					
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
193. Burlington, Ia.. M	.....	...	$1,750	1	$1,500	$1,500	$1,500	6	$600	$1,200	$833	5	$1,100	$1,100	$1,100	..	....	....	....	..	....	..	...	...	...		
F	.....	...	....	..	....	....	....	6	500	725	645	6	855	1,000	943	92	$285	$570	$474	..	...	..	...	...	...		
T	23,393	119	....	1	1,500	1,500	1,500	12	500	1,200	739	11	855	1,100	1,014	92	285	570	474	..	....	..	...	...	...		
194. Clinton, Ia..... M	.....	...	2,150	1	1,850	1,850	1,850	3	665	808	728	..	....	....	....	1	570	570	570	..	....	..	...	...	...		
F	.....	...	....	..	....	....	....	7	713	808	743	9	570	1,100	738	55	364	570	434	..	....	..	...	...	...		
T	23,370	103	....	1	1,850	1,850	1,850	10	665	808	739	9	570	1,100	738	*a*56	364	570	437	..	....	..	...	...	...		
195. Pittsfield, Mass. M	.....	...	2,300	1	2,000	2,000	2,000	3	800	1,400	1,000	2	1,000	1,500	1,250	..	...	...	.....	..	....	4	$315	$428	$371		
F	.....	...	....	..	....	....	....	6	600	800	707	9	680	1,200	853	96	320	460	420	..	....						
T	23,113	125	....	1	2,000	2,000	2,000	9	600	1,400	804	11	680	1,500	925	96	320	460	429	..	....	4	315	428	371		
196. Roanoke, Va.. M	.....	...	1,500	1	1,125	1,125	1,125	3	810	945	855	7	630	900	823	..	...	...	.....	..	....	..	...	...	...		
F	.....	...	....	..	....	....	....	4	585	675	653	..	....	....	....	51	270	450	392	..	....	..	...	...	...		
T	23,097	67	....	1	1,125	1,125	1,125	7	585	945	739	7	630	900	823	51	270	450	392	..	....	..	...	...	...		
197. Amsterdam.... M	.....	...	2,800	1	1,800	1,800	1,800	1	900	900	900	5	800	800	800	..	...	...	.....	..	....	..	...	...	...		
N. Y. F	.....	...	....	..	....	....	....	6	650	850	683	..	....	....	....	52	500	650	543	..	....	7	400	650	436		
T	23,082	75	....	1	1,800	1,800	1,800	7	650	900	714	5	800	800	800	52	500	650	543	..	....	7	400	650	436		
198. Anderson, Ind.. M	.....	...	2,880	1	1,600	1,600	1,600	9	720	1,000	821	2	675	720	698	2	585	630	608	..	....	..	...	...	...		
F	.....	...	....	..	....	....	....	4	675	810	720	8	450	720	630	62	360	720	495	..	....	..	...	...	...		
T	23,010	92	....	1	1,600	1,600	1,600	*b*13	675	1,000	790	10	450	720	644	64	360	720	499	..	....	..	...	...	...		
199. Norristown, Pa. M	.....	...	(*c*)	1	1,800	1,800	1,800	2	850	950	900	2	850	850	850	..	...	...	.....	..	....	..	...	...	...		
F	.....	...	....	..	....	....	....	9	650	700	683	4	550	750	700	52	350	550	442	..	....	..	...	...	...		
T	23,006	75	....	1	1,800	1,800	1,800	11	650	950	723	6	550	850	750	52	350	550	442	..	....	..	...	...	...		
200. Columbia, S.C. M	.....	...	1,500	1	810	810	810	..	...	....	....	2	585	765	675	3	360	585	435	..	....	..	...	...	...		
F	.....	...	....	..	....	....	....	3	495	495	495	2	495	765	630	34	270	405	353	..	....	..	...	...	...		
T	22,836	46	....	1	810	810	810	3	495	495	495	4	495	765	653	37	270	585	360	..	....	..	...	...	...		

a Not including 23 normal-class teachers at $170 to $332, average $246. *b* Including 1 assistant principal at $1,000. *c* Not reported.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av		
201. Newport, R.I.	M	.....	...	$3,000	2	$2,500	$3,000	$2,750	6	$1,200	$2,000	$1,483	4	$1,000	$1,500	$1,175	1	$700	$700	$700	..	...	..	...	...	...		
	F	.....	...	....	..	....	....	....	6	850	1,200	1,108	5	500	1,000	652	54	300	800	528	..	...	6	$300	$560	$470		
	T	22,808	96	....	2	2,500	3,000	2,750	12	850	2,000	1,296	9	500	1,500	884	55	300	800	531	..	...	6	300	560	470		
202. Decatur, Ill.	M	.....	...	2,000	1	1,600	1,600	1,600	5	600	1,250	790	3	550	900	742	..	...	...	...	..	...	..	...	...	...		
	F	.....	...	....	..	....	....	....	13	525	775	648	8	600	775	691	59	315	575	466	..	...	..	...	...	...		
	T	22,736	93	....	1	1,600	1,600	1,600	18	525	1,250	688	11	550	900	705	59	315	575	466	..	...	..	...	...	...		
203. Bangor, Me.	M	.....	...	1,500	1	2,200	2,200	2,200	4	600	1,200	925	1	1,500	1,500	1,500	..	...	...	...	..	...	..	...	...	...		
	F	.....	...	....	..	....	....	....	10	360	700	586	1	750	750	750	79	252	504	413	1	468	10	252	396	310		
	T	22,675	115	....	1	2,200	2,200	2,200	a14	360	1,200	683	2	750	1,500	1,125	79	252	504	413	1	468	10	252	396	310		
204. Waco, Tex.	M	.....	...	2,000	2	810	1,500	1,155	3	495	833	720	8	540	1,080	838	2	450	585	518	..	...	..	...	...	...		
	F	.....	...	....	..	....	....	....	5	495	833	761	2	855	855	855	60	450	653	578	..	...	..	...	...	...		
	T	22,558	83	....	2	810	1,500	1,155	8	495	833	745	10	540	1,080	842	62	450	653	576	..	...	..	...	...	...		
205. San Jose, Calif.	M	.....	...	2,000	1	2,640	2,640	2,640	5	1,200	1,745	1,383	6	1,400	1,400	1,400	1	840	840	840	..	...	..	...	...	...		
	F	.....	...	....	..	....	....	....	5	1,100	1,320	1,184	1	850	850	850	85	720	780	768	..	...	..	...	...	...		
	T	22,532	108	....	1	2,640	2,640	2,640	10	1,100	1,745	1,284	7	850	1,400	1,321	86	720	840	769	..	...	..	...	...	...		
206. Oswego, N.Y.	M	.....	...	1,800	1	1,600	1,600	1,600	2	700	800	750	1	1,200	1,200	1,200	..	...	...	...	..	...	..	...	...	...		
	F	.....	...	....	..	....	....	....	9	475	475	475	21	430	800	458	53	375	425	383	..	...	..	...	...	...		
	T	22,500	89	....	1	1,600	1,600	1,600	11	475	800	525	22	430	1,200	491	53	375	425	383	..	...	..	...	...	...		
207. Warwick, R.I.	M	.....	...	1,500	(b)	....	....	....	(b)	....	....	....	8	720	1,000	868	..	...	...	...	..	...	..	...	...	...		
	F	.....	...	....	(b)	....	....	....	(b)	....	....	....	6	500	720	628	55	360	550	429	..	...	..	...	...	...		
	T	22,384	72	....	(b)	....	....	....	(b)	....	....	....	14	500	1,000	765	55	360	550	429	..	...	..	...	...	...		
208. Brookline Mass.	M	.....	...	4,000	1	3,500	3,500	3,500	5	1,800	2,800	2,340	3	1,500	2,000	1,767	..	...	...	...	..	...	..	...	...	...		
	F	.....	...	....	..	....	....	....	11	500	1,200	1,014	8	750	2,000	1,144	79	600	775	711	..	...	20	200	700	530		
	T	22,284	141	....	1	3,500	3,500	3,500	16	500	2,800	1,428	11	750	2,000	1,314	79	600	775	711	..	...	20	300	700	530		

a Including 1 assistant principal at $700.

b City does not maintain a high school but sends high school pupils to other cities at a cost of about $8,500 for tuition alone.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av
209. Niagara Falls, N. Y.	M	.....	...	$2,200	1	$1,800	$1,800	$1,800	3	$1,000	$1,100	$1,050	2	$1,350	$1,450	$1,400	..	....	....	....	..	....	8	$400	$550	$506
	F	.....	..	....	..	....	....	....	12	500	750	621	6	600	700	683	75	$300	$500	$443	..	....				
	T	22,172	112	....	1	1,800	1,800	1,800	a15	500	1,100	707	8	600	1,450	863	75	300	500	443	..	....	8	400	550	506
210. Shenandoah, Pa.	M	.....	...	(b)	..	....	....	....	2	630	765	698	..	....	....	....	6	360	450	420	..	....	..	....	....	....
	F	.....	...	....	1	900	900	900	2	540	540	540	..	....	....	....	49	315	540	396	..	....	..	....	....	....
	T	21,635	61	....	1	900	900	900	4	540	765	619	..	....	....	....	55	315	540	398	..	....	..	....	....	....
211. Petersburg, Va.		21,549	No data obtainable																							
212. Lynchburg, Va.		21,350	No data obtainable																							
213. Wilmington, N.C.		21,252	No data obtainable																							
214. Rock Island, Ill.	M	.....	...	2,300	1	1,500	1,500	1,500	4	650	1,000	784	1	1,100	1,100	1,100	..	....	....	....	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	6	675	900	803	8	585	1,000	727	64	315	675	456	..	....	..	....	....	....
	T	21,251	90	....	1	1,500	1,500	1,500	c10	650	1,000	795	9	585	1,100	768	d64	315	675	456	..	....	..	....	....	....
215. Evanston, Ill.	M	.....	...	2,500	(e)	....	....	....	(e)	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	...	....	(e)	....	....	....	(e)	....	....	....	6	900	1,000	975	45	625	950	716	1	750	8	250	400	325
	T	21,104	65	....	(e)	....	....	....	(e)	....	....	....	6	900	1,000	975	45	625	950	716	1	750	8	250	400	325
216. Leavenworth, Kan.	M	.....	...	(b)	1	1,575	1,575	1,575	1	810	810	810	2	720	810	765	..	....	....	....	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	4	720	810	788	6	630	810	735	52	270	540	447	..	....	..	....	....	....
	T	21,026	67	....	1	1,575	1,575	1,575	5	720	810	792	8	630	810	743	52	270	540	447	..	....	..	....	....	....

a Including 1 assistant principal at $750.
b Not reported.
c Including 1 assistant principal at $900.
d Including 3 assistant principals at $675.
e The high school at Evanston is a township high school and not under the same jurisdiction as the Evanston public schools.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools							Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
217. Port Huron.... Mich.	M	.....	..	$1,900	1	$1,200	$1,200	$1,200	2	$ 800	$ 800	$ 800	..	...	...	...	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	6	575	800	683	12	$475	$600	$515	61	$280	$525	$392	..	....	..	...	...	...
	T	20,962	84	....	1	1,200	1,200	1,200	8	575	800	713	12	475	600	515	61	280	525	392	..	....	..	...	...	...
218. Paducah, Ky...	M	.....	..	1,800	1	1,200	1,200	1,200	..	....	....	....	5	700	700	700	8	405	450	416	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	3	600	600	600	..	...	...	...	50	405	405	405	..	....	..	...	...	...
	T	20,955	68	....	1	1,200	1,200	1,200	3	600	600	600	5	700	700	700	58	405	450	407	..	....	..	...	...	...
219. Madison, Wis..	M	.....	..	2,200	1	2,000	2,000	2,000	4	750	800	763	..	...	...	...	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	14	600	800	679	9	500	700	645	51	370	555	448	..	....	5	$111	$425	$292
	T	20,886	89	....	1	2,000	2,000	2,000	18	600	800	697	9	500	700	645	51	370	555	448	..	....	5	111	425	292
220. Chicopee, Mass.	M	.....	..	2,000	1	1,800	1,800	1,800	..	....	....	....	..	...	...	...	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	6	700	900	783	9	450	700	544	68	400	525	418	..	....	2	400	550	475
	T	20,703	89	....	1	1,800	1,800	1,800	6	700	900	783	9	450	700	544	68	400	525	418	..	....	2	400	550	475
221. Findlay, O.....		20,613	No data obtainable																							
222. New Albany.... Ind.	M	.....	..	1,800	2	720	1,215	968	2	630	900	765	10	495	900	752	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	4	415	630	576	1	900	900	900	58	405	540	440	..	....	..	...	...	...
	T	20,499	80	....	2	720	1,215	968	6	415	900	639	11	495	900	765	58	405	540	440	..	....	..	...	...	...
223. New Brunswick N. J.	M	.....	..	2,500	1	1,500	1,500	1,500	5	800	950	850	..	...	...	...	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	4	800	800	800	6	675	800	719	48	425	550	460	..	....	1	550	550	550
	T	20,426	67	....	1	1,500	1,500	1,500	9	800	950	828	6	675	800	719	48	425	550	460	..	....	1	550	550	550
224. Concord, N.H..	M	.....	..	2,500	1	2,400	2,400	2,400	1	1,000	1,000	1,000	..	...	...	...	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	9	500	825	753	11	325	800	598	36	325	550	476	..	....	4	200	450	306
	T	20,421	79	....	1	2,400	2,400	2,400	10	500	1,000	778	11	325	800	598	36	325	550	476	..	....	4	200	450	306

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
225. Medford, Mass.	M	.....	...	$2,800	1	$2,000	$2,000	$2,000	7	$900	$1,200	$1,071	5	$1,300	$1,600	$1,500	..	....	....	....	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	10	600	1,000	750	..	....	....	....	75	$450	$600	$583	..	....	..	....	....	....
	T	20,395	107	....	1	2,000	2,000	2,000	17	600	1,200	882	5	1,300	1,600	1,500	a75	450	600	583	..	....	(b)	(c)	(c)	(c)
226. Muskegon .... Mich.	M	.....	...	2,400	2	1,400	2,000	1,700	9	700	1,250	1,017	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	17	550	1,200	740	13	400	750	494	56	300	550	417	..	....	8	$300	$450	$403
	T	20,254	106	....	2	1,400	2,000	1,700	26	550	1,250	836	13	400	750	494	56	300	550	417	..	....	8	300	450	403
227. Battle Creek... Mich.	M	.....	...	2,200	1	1,500	1,500	1,500	3	850	1,050	983	1	800	800	800	1	500	500	500	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	8	700	900	756	8	425	625	516	50	300	525	440	..	....	..	....	....	....
	T	20,174	73	....	1	1,500	1,500	1,500	11	700	1,050	818	9	425	800	547	51	300	525	447	..	....	..	....	....	....
228. Winona, Minn.	M	.....	...	2,000	1	1,600	1,600	1,600	4	800	1,200	963	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	9	600	800	694	8	650	800	769	58	400	650	485	..	....	14	300	600	461
	T	20,167	100	....	1	1,600	1,600	1,600	13	600	1,200	777	8	650	800	769	58	400	650	485	..	....	14	300	600	461
229. Perth Amboy .. N. J.	M	.....	...	2,500	1	1,100	1,100	1,100	2	750	900	825	4	750	900	863	..	....	....	....	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	2	700	1,000	850	2	700	700	700	59	420	700	459	..	....	..	....	....	....
	T	20,156	71	....	1	1,100	1,100	1,100	4	700	1,000	838	6	700	900	808	59	420	700	459	..	....	..	....	....	....
230. Green Bay. ... Wis.	M	.....	...	(c)	2	1,400	1,425	1,413	1	650	650	650	1	500	500	500	1	575	575	575	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	11	525	675	618	9	400	650	590	58	400	500	457	..	....	..	....	....	....
	T	20,142	85	....	2	1,400	1,425	1,413	12	525	675	621	10	400	650	581	59	400	575	459	..	....	..	....	....	....
231. Charlotte, N. C.		20,050	No data obtainable																							
232. Sandusky, O...	M	.....	...	2,500	1	1,200	1,200	1,200	3	750	1,150	933	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	...	....	..	....	....	....	3	675	700	692	7	612	725	664	55	300	575	430	..	....	..	....	....	....
	T	20,021	78	....	1	1,200	1,200	1,200	6	675	1,150	813	7	612	725	664	55	300	575	430	..	....	..	....	....	....

a Including kindergarten teachers, number not reported. *b* Included in elementary teachers. *c* Not reported.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools							Elementary Schools							Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
233. Marion, Ind.	M	.....	...	$2,500	1	$1,500	$1,500	$1,500	2	$ 900	$1,100	$1,000	9	$ 675	$ 810	$ 785	..	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	9	738	810	792	..	....	....	....	77	$450	$540	$525	..	....	..	...	...	...
	T	19,908	102	....	1	1,500	1,500	1,500	*a*11	738	1,100	830	9	675	810	785	77	450	540	525	..	....	..	...	...	...
234. Burlington, Vt.	M	.....	...	2,000	1	2,200	2,200	2,200	4	650	1,000	800	..	....	....	....	..	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	...	8	450	800	600	8	450	1,000	619	45	216	600	422	..	....	5	$325	$400	$350
	T	19,855	76	....	1	2,200	2,200	2,200	12	450	1,000	667	8	450	1,000	619	45	216	600	422	..	....	5	325	400	350
235. Northampton. Mass.	M	.....	...	1,800	1	1,700	1,700	1,700	1	1,200	1,200	1,200	3	1,100	1,100	1,100	..	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	10	550	800	655	..	....	....	....	68	400	550	452	..	....	8	320	500	373
	T	19,738	97	....	1	1,700	1,700	1,700	*b*11	550	1,200	705	3	1,100	1,100	1,100	68	400	550	452	..	....	8	320	500	373
236. Gloversville ... N. Y.	M	.....	...	2,600	1	1,600	1,600	1,600	2	675	750	713	..	....	....	....	..	...	.	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	9	475	800	608	9	500	725	575	48	400	525	424	..	....	5	400	500	420
	T	19,696	78	....	1	1,600	1,600	1,600	*c*11	475	800	627	9	500	725	575	48	400	525	424	..	....	5	400	500	420
237. Galesburg, Ill.	M	.....	...	2,500	1	2,000	2,000	2,000	7	675	1,500	812	1	675	675	675	..	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	10	540	765	666	7	608	945	720	62	360	585	468	..	....	..	...	...	...
	T	19,609	89	....	1	2,000	2,000	2,000	17	540	1,500	726	8	608	945	714	62	360	585	468	..	....	..	...	...	...
238. Central Falls .. R. I.	M	.....	...	1,800	1	1,600	1,600	1,600	1	900	900	900	..	....	....	....	..	...	...	...	..	....	..	...	...	...
	F	.....	...	....	..	....	....	....	3	640	800	730	8	500	650	560	40	360	640	450	..	....	..	...	...	...
	T	19,571	56	....	1	1,600	1,600	1,600	*a*4	640	900	773	8	500	650	560	40	360	640	450	..	....	..	...	...	...
239. Pensacola, Fla.		19,547	No data obtainable.																							
240. Ottumwa, Ia.	M	.....	...	2,000	1	1,500	1,500	1,500	..	....	....	....	..	....	....	....	..	...	...	...	..	....	..	...	.	...
	F	.....	...	....	..	....	....	....	10	700	950	770	9	570	683	670	72	285	549	422	..	....	..	...	...	...
	T	19,457	110	....	1	1,500	1,500	1,500	*d*10	700	950	770	9	570	683	670	72	285	549	422	..	....	..	...	...	...

a Including 1 assistant principal at $900. *b* Including 1 assistant principal at $1,200. *c* Including 1 assistant principal at $800. *d* Including 1 assistant principal at $950.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
				Principals				Teachers				Principals				Teachers				Directors		Teachers			
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
241. Lorain, O.....M	.....	...	$2,000	1	$1,200	$1,200	$1,200	3	$ 666	$ 950	$ 780	2	$700	$1,000	$850	..	...	...	...	..	...	..	...	...	...
F	.....	...	....	..	....	....	....	4	500	750	638	4	700	725	713	58	$350	$600	$466	..	...	..	...	...	...
T	19,379	77	....	1	1,200	1,200	1,200	7	500	950	699	6	700	1,000	758	58	350	600	466	..	...	..	...	...	...
242. Shamokin, Pa..M	.....	...	1,800	1	1,200	1,200	1,200	5	810	1,000	886	6	500	675	617	..	...	...	...	..	...	..	...	...	...
F	....	...	....	..	....	....	....	2	720	720	720	..	...	....	...	57	252	450	381	..	...	..	...	...	...
T	19,342	73	....	1	1,200	1,200	1,200	7	720	1,000	839	6	500	675	617	57	252	450	381	..	...	..	...	...	...
243. Newark, O....M	.....	...	1,800	1	1,400	1,400	1,400	4	800	1,000	900	1	700	700	700	..	...	...	...	..	...	..	...	...	...
F	.....	...	....	..	....	....	....	5	600	600	600	9	450	600	542	61	400	550	430	..	...	..	...	...	...
T	19,324	84	....	1	1,400	1,400	1,400	9	600	1,000	733	10	450	700	558	61	400	550	430	..	...	..	...	...	...
244. Portsmouth, O..M	.....	...	2,000	1	1,200	1,200	1,200	2	900	900	900	1	625	625	625	..	...	...	...	..	...	..	...	...	...
F	.....	...	....	..	....	....	....	5	900	900	900	7	525	700	595	57	250	600	404	..	...	..	...	...	...
T	19,192	76	....	1	1,200	1,200	1,200	7	900	900	900	8	525	700	599	57	250	600	404	..	...	..	...	...	...
245. Norwich, Conn...	19,081	No data obtainable																							
246. Tampa, Fla.....	18,932	No data obtainable																							
247. Mansfield, O...M	.....	...	2,500	1	1,500	1,500	1,500	2	630	720	675	2	810	810	810	1	510	510	510	..	...	..	...	...	...
F	.....	...	....	..	....	....	....	9	473	765	620	6	540	720	660	54	270	510	400	1	$450	14	$90	$360	$260
T	18,891	104	....	1	1,500	1,500	1,500	11	473	765	630	8	540	810	698	55	270	510	402	1	450	14	90	360	260
248. Richmond, Ind.M	.....	...	2,000	1	1,500	1,500	1,500	4	1,000	1,000	1,000	3	760	1,000	840	2	760	760	760	..	...	..	...	...	...
F	.....	...	....	..	....	....	....	8	750	900	825	6	760	760	760	56	523	665	546	..	...	5	523	523	523
T	18,712	89	....	1	1,500	1,500	1,500	12	750	1,000	883	9	760	1,000	787	58	523	760	554	..	...	5	523	523	523

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
249. New London .. Conn.	M	.....	..	$2,000	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	..	....	....	....	5	$ 800	$ 800	$ 800	61	$300	$800	$481	..	....	10	$300	$500	$418
	T	18,685	81	....	(a)	....	....	....	(a)	....	....	....	b5	800	800	800	61	300	800	481	..	....	10	300	500	418
250. Lafayette, Ind..	M	.....	..	2,000	1	$1,500	$1,500	$1,500	..	....	....	....	5	700	1,100	960	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	..	....	....	....	2	1,000	1,000	1,000	72	475	570	544	..	....	..	...	...	...
	T	18,677	84	....	1	1,500	1,500	1,500	..	....	....	....	7	700	1,100	971	72	475	570	544	..	....	..	...	...	...
251. Moline, Ill		18,553	No dat a obtaina ble																							
252. Lebanon, Pa...	M	.....	..	1,200	1	1,000	1,000	1,000	2	$ 685	$ 685	$ 685	3	415	559	469	1	460	460	460	..	....	..	...	..	...
	F	.....	..	....	..	....	....	....	3	685	685	685	9	352	435	410	53	262	460	343	..	....	..	...	...	...
	T	18,516	74	....	1	1,000	1,000	1,000	5	685	685	685	12	352	559	425	54	262	460	346	..	....	..	...	...	...
253. East Liverpool. O.	M	.....	...	2,250	..	....	....	....	1	720	720	720	1	630	630	630	2	383	405	394	..	....	..	...	...	...
	F	.....	...	....	1	1,350	1,350	1,350	7	630	765	733	7	428	675	550	51	270	450	364	..	....	..	...	...	...
	T	18,482	72	....	1	1,350	1,350	1,350	8	630	765	731	8	428	675	560	53	270	450	365	..	....	..	...	...	...
254. Cumberland, Md.		18,448	No dat a obtaina ble																							
255. Stockton, Calif.	M	.....	..	2,400	1	2,250	2,250	2,250	4	1,100	1,200	1,163	6	900	1,350	1,225	..	...	...	...	..	....	..	...	..	...
	F	.....	..	....	..	....	....	....	7	500	1,150	936	4	900	900	900	47	500	850	751	..	....	..	...	...	...
	T	18,430	70	....	1	2,250	2,250	2,250	11	500	1,200	1,018	10	900	1,350	1,095	47	500	850	751	..	....	..	...	...	...
256. San Diego.... Calif.	M	.....	..	2,000	1	1,600	1,600	1,600	1	900	900	900	4	850	1,200	1,113	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	13	850	1,000	925	3	850	1,200	967	56	500	750	694	..	....	6	650	650	650
	T	18,420	88	....	1	1,600	1,600	1,600	c14	850	1,000	923	7	850	1,200	1,050	56	500	750	694	..	....	6	650	650	650

a No high schools, two endowed schools giving pupils from grammar schools a high school education free.

b Not including 1 supervising principal at $1900.

c Including 1 assistant principal at $1,000.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
				Principals				Teachers				Principals				Teachers				Directors		Teachers					
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
257. Great Falls.... M	.....	..	$2,500	..	....	....	....	1	$1,100	$1,100	$1,100	1	$ 855	$ 855	$ 855	..	....	....	....	..	....	..	....	....	....		
Mont. F	.....	..	....	1	$1,300	$1,300	$1,300	5	813	950	868	6	796	879	839	47	$713	$760	$749	..	....	..	....	....	....		
T	18,215	64	....	1	1,300	1,300	1,300	6	813	1,100	906	7	796	879	841	47	713	760	749	..	.	.	....	....	....		
258. Belleville, Ill... M	.....	..	2,000	1	1,300	1,300	1,300	4	700	1,100	950	5	600	1,050	760	2	550	550	550	..	....	..	....	....	....		
F	.....	..	....	..	....	....	....	1	600	600	600	1	550	550	550	52	350	650	454	..	....	..	....	....	....		
T	18,120	67	....	1	1,300	1,300	1,300	5	600	1,100	880	6	550	1,050	725	54	350	650	458	..	....	..	....	....	....		
259. Alameda, Calif. M	.....	..	2,100	1	1,925	1,925	1,925	5	935	1,210	1,100	6	880	1,375	1,293	..	....	....	....	..	....	..	....	....	....		
F	.....	.	....	..	....	....	....	7	935	1,265	1,037	..	....	....	....	70	715	847	785	..	....	..	....	....	....		
T	18,054	97	....	1	1,925	1,925	1,925	12	935	1,265	1,063	6	880	1,375	1,293	70	715	847	785	..	....	..	....	....	....		
260. Danville, Ill.... M	.....	..	2,000	1	1,250	1,250	1,250	3	630	720	675	3	675	875	767	..	....	....	....	..	....	..	....	....	....		
F	.....	..	....	..	....	....	....	6	600	945	730	4	600	875	738	52	360	495	416	..	....	..	....	....	....		
T	17,749	71	....	1	1,250	1,250	1,250	9	600	945	712	7	600	875	750	52	360	495	416	..	....	..	....	....	....		
261. Columbus, Ga. M	.....	..	(a)	1	1,200	1,200	1,200	1	1,000	1,000	1,000	3	1,200	1,200	1,200	.	....	....	....	..	....	..	....	....	....		
F	.....	..	....	..	....	....	....	4	315	540	484	1	900	900	900	34	500	540	515	..	....	..	....	....	....		
T	17,707	53	....	1	1,200	1,200	1,200	5	315	1,000	587	4	900	1,200	1,125	34	500	540	515	..	....	..	....	....	....		
262. Portsmouth, Va. M	.....	..	(a)	1	1,200	1,200	1,200	..	....	....	....	2	750	950	850	..	....	....	....	..	....	..	....	....	....		
F	.....	..	....	..	....	....	....	2	600	650	625	1	1,000	1,000	1,000	33	250	550	409	..	....	..	....	....	....		
T	17,628	40	....	1	1,200	1,200	1,200	2	600	650	625	3	750	1,000	900	33	250	550	409	..	....	..	....	....	....		
263. Marinette, Wis. M	.....	..	1,750	1	1,000	1,000	1,000	2	585	675	630	1	585	585	585	..	....	....	....	..	....	6	$405	$450	$428		
F	.....	..	....	..	....	....	....	6	540	630	600	6	540	630	578	46	360	540	422	..	....						
T	17,596	69	....	1	1,000	1,000	1,000	8	540	675	608	7	540	630	579	46	360	540	422	..	..	6	405	450	428		
264. El Paso, Tex... M	.....	..	(a)	1	1,350	1,350	1,350	3	850	900	883	1	810	810	810	3	450	500	467	..	....	..	....	....	....		
F	.....	..	....	..	....	....	....	6	850	900	883	6	950	1,100	1,025	55	575	825	725	1	$825	2	500	675	588		
T	17,577	83	....	1	1,350	1,350	1,350	9	850	900	883	7	810	1,100	994	58	450	825	712	1	825	2	500	675	588		

a Not reported.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
265. Eau Claire.....Wis.	M	.....	...	$2,000	1	$1,750	$1,750	$1,750	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	..	...	..	...	...	...
	F	.....	...	....	..	....	....	....	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	..	...	..	...	...	...
	T	17,547	102	....	1	1,750	1,750	1,750	12	$ 600	$ 765	$ 665	17	$495	$ 765	$ 659	71	$315	$450	$409	..	...	..	...	...	...
266. Lansing, Mich.	M	.....	...	(a)	1	1,400	1,400	1,400	4	600	850	725	..	...	....	....	..	...	...	....	..	...	..	...	...	...
	F	.....	...	....	..	....	....	....	9	500	775	647	12	525	525	525	56	300	500	404	..	...	..	...	...	...
	T	17,499	85	....	1	1,400	1,400	1,400	b13	500	850	671	12	525	525	525	56	300	500	404	..	...	..	...	...	...
267. Braddock, Pa.	M	.....	...	2,100	1	1,350	1,350	1,350	..	....	....	....	..	...	....	....	..	...	...	....	..	...	..	...	...	...
	F	.....	...	....	..	....	....	....	4	675	850	741	4	765	900	833	44	360	630	491	..	...	..	...	...	...
	T	17,436	58	....	1	1,350	1,350	1,350	c4	675	850	741	4	765	900	833	44	360	630	491	..	...	..	...	...	...
268. Danville, Va.	M	.....	...	440	1	720	720	720	..	....	....	....	5	360	950	614	..	...	...	....	..	...	..	...	...	...
	F	.....	...	....	..	....	....	....	2	405	405	405	..	...	....	....	47	270	675	351	..	...	..	...	...	...
	T	17,276	56	....	1	720	720	720	2	405	405	405	5	360	950	614	47	270	675	351	..	...	..	...	...	..
269. Logansport....	M	.....	...	2,000	1	1,200	1,200	1,200	4	585	810	754	2	900	900	900	..	...	...	....	..	...	.	...	...	...
Ind.	F	.....	...	....	..	....	....	....	4	585	765	630	3	540	585	555	56	395	495	470	..	...	..	...	...	...
	T	17,068	73	....	1	1,200	1,200	1,200	8	585	810	692	5	540	900	693	56	395	495	470	..	...	..	...	...	...
270. Shreveport.....	M	.....	...	1,800	1	1,800	1,800	1,800	3	1,013	1,125	1,050	1	810	810	810	..	...	...	....	..	...	..	...	...	...
La.	F	.....	...	....	..	....	....	....	1	720	720	720	3	653	675	660	31	450	675	512	..	...	1	$810	$810	$810
	T	16,922	45	....	1	1,800	1,800	1,800	4	720	1,125	969	4	653	810	698	31	450	675	512	..	...	1	810	810	810
271. Key West.....	M	.. ..	...	720	..	....	....	....	..	....	....	....	3	520	800	640	..	...	...	....	..	...	..	...	...	...
Fla.	F	.....	...	....	..	....	....	....	..	....	....	....	1	800	800	800	22	240	400	316	..	...	..	...	...	...
	T	16,823	27	....	.	....	....	....	..	....	....	....	4	520	800	680	22	240	400	316	..	...	..	...	...	...
272. Stamford.....	M	.....	...	2,900	1	2,300	2,300	2,300	4	1,050	1,450	1,313	7	900	1,400	1,250	1	550	550	550	..	...	..	...	...	...
Conn.	F	.....	...	....	..	....	....	....	6	800	1,000	904	2	800	1,000	900	80	250	700	491	..	...	3	440	520	493
	T	16,789	108	....	1	2,300	2,300	2,300	10	800	1,450	1,068	9	800	1,400	1,172	81	250	700	492	..	...	3	440	520	493

a Not reported.

b Including 1 assistant principal at $775.

c Including 1 assistant principal at $850.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools: Principals: No.	High Schools: Principals: Yearly Salary: Min.	Max.	Av.	High Schools: Teachers: No.	Yearly Salary: Min.	Max.	Av.	Elementary Schools: Principals: No.	Yearly Salary: Min.	Max.	Av.	Elementary Schools: Teachers: No.	Yearly Salary: Min.	Max.	Av.	Kindergartens: Directors: No.	Yearly Salary	Kindergarten Teachers: No.	Yearly Salary: Min.	Max.	Av.
273. Lockport, N.Y. M	.....	..	$2,200	1	$1,800	$1,800	$1,800	3	$ 900	$1,300	$1,067	..	....	....	....	..	....	....	....	..	...	..	....	....	....
N.Y. F	.....	..	....	..	....	....	....	8	500	850	656	9	$ 500	$1,000	$ 650	53	$300	$ 600	$425	..	...	3	$350	$400	$383
T	16,743	92	....	1	1,800	1,800	1,800	11	500	1,300	768	9	500	1,000	650	a53	300	600	425	..	...	3	350	400	383
274. Ogden, Utah... M	.....	..	1,800	1	1,200	1,200	1,200	6	765	900	824	6	810	950	863	6	360	563	424	..	...	..	...	...	...
F	.....	..	....	..	....	....	....	5	675	810	729	5	675	675	675	78	270	540	418	..	...	..	...	...	...
T	16,739	108	....	1	1,200	1,200	1,200	11	675	900	781	11	675	950	778	84	270	563	418	..	...	..	...	...	...
275. Biddeford, Me...	16,655	No data obtainable																							
276. Plainfield..... M	.....	..	3,800	1	2,000	2,000	2,000	2	1,200	1,300	1,250	2	850	850	850	..	...	....	....	..	...	..	...	...	...
N. J. F	.....	..	....	..	....	....	....	7	700	850	789	3	750	850	817	51	475	650	567	..	...	6	525	600	563
T	16,599	75	....	1	2,000	2,000	2,000	9	700	1,300	892	5	750	850	830	51	475	650	567	..	...	6	525	600	563
277. Union, N. J.... M	.....	..	2,700	1	1,600	1,600	1,600	2	1,175	1,175	1,175	..	....	....	....	1	800	800	800	..	...	..	...	...	...
F	.....	..	....	..	....	....	....	5	700	700	700	1	1,200	1,200	1,200	45	500	590	536	..	...	3	460	460	460
T	16,549	63	....	1	1,600	1,600	1,600	7	700	1,175	836	1	1,200	1,200	1,200	46	500	800	542	..	...	3	460	460	460
278. Danbury, Conn. M	.....	..	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	680	1,450	(b)	..	...	..	...	...	...
F	.....	..	....	..	....	....	....	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	340	453	(b)	..	...	..	...	...	...
T	16,531	(b)	....	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	340	1,450	(b)	..	...	..	...	...	...
279. New Rochelle.. M	.....	..	(b)	..	....	....	....	3	800	900	867	1	1,500	1,500	1,500	2	600	800	700	..	...	..	...	...	...
N. Y F	.....	..	....	1	1,800	1,800	1,800	10	700	900	820	4	1,000	1,200	1,050	68	450	900	674	..	...	10	450	800	695
T	16,418	108	....	1	1,800	1,800	1,800	13	700	900	831	5	1,000	1,500	1,140	70	450	900	675	..	...	10	450	800	695
280. Berkeley, Calif.. M	.....	..	2,400	1	2,000	2,000	2,000	7	1,210	1,320	1,241	5	1,100	1,800	1,304	..	...	....	....	..	...	..	...	...	...
F	.....	..	....	..	....	....	....	11	1,210	1,210	1,210	1	1,320	1,320	1,320	65	704	770	735	..	...	..	...	...	...
T	16,400	102	....	1	2,000	2 000	2,000	18	1,210	1.320	1.222	c6	1,100	1,800	1,307	65	704	770	735	..	...	..	...	...	...

a Not including 11 probationary teachers at $150 per year and $0.75 per day additional when in charge of room and classes.
b Not reported. *c* Not including 5 principals of 2- to 4-room buildings, salaries not reported.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
281. Elkhart, Ind.	M	.....	..	$1,900	1	$1,420	$1,420	$1,420	4	$ 650	$ 785	$ 724	3	$ 560	$ 900	$ 697	1	$495	$495	$495	..	...	..	...	...	...
	F	.....	..	....	..	....	....	....	5	630	765	684	5	515	650	566	48	360	515	475	..	...	..	...	...	...
	T	16,330	68	....	1	1,420	1,420	1,420	9	630	785	702	8	515	900	615	49	360	515	476	..	...	..	...	...	...
282. Atchison, Kans.	M	.....	..	1,500	1	900	900	900	..	....	....	....	1	585	585	585	1	360	360	360	..	...	..	...	...	...
	F	.....	..	.....	..	....	....	....	3	585	585	585	3	585	585	585	33	315	495	410	..	...	..	...	...	...
	T	16,250	44	....	1	900	900	900	3	585	585	585	4	585	585	585	34	315	495	408	..	...	..	...	...	...
283. Parkersburg, W. Va.	M	.....	..	2,100	2	855	1,140	998	1	815	815	815	6	530	855	699	5	380	475	421	..	...	..	...	...	...
	F	.....	..	....	..	....	....	....	5	675	815	721	4	475	720	608	54	340	530	419	..	...	..	...	...	...
	T	16,193	80	....	2	855	1,140	998	6	675	815	737	10	475	855	663	59	340	530	419	..	...	..	...	...	...
284. Pottsville, Pa.	M	.....	..	1,800	1	1,700	1,700	1,700	2	1,100	1,250	1,175	4	800	1,250	1,075	..	...	...	...	..	...	..	...	...	...
	F	.....	..	....	..	....	....	....	2	700	850	775	6	430	470	453	44	300	550	418	..	...	..	...	...	...
	T	16,187	60	....	1	1,700	1,700	1,700	4	700	1,250	975	10	430	1,250	702	44	300	550	418	..	...	..	...	...	...
285. Michigan City, Ind.	M	.....	..	2,100	1	1,200	1,200	1,200	3	675	1,200	850	..	....	....	....	1	765	765	765	..	...	..	...	...	...
	F	.....	..	....	..	....	....	....	2	540	765	653	5	487	555	521	50	430	530	481	..	...	7	$465	$540	$529
	T	16,071	72	....	1	1,200	1,200	1,200	5	540	1,200	771	5	487	555	521	51	430	765	487	..	...	7	465	540	529
286. Appleton, Wis.	M	.....	..	600	2	1,200	1,800	1,500	4	540	1,125	916	2	1,000	1,300	1,150	2	495	600	548	..	...	..	...	...	...
	F	.....	..	....	..	....	....	....	9	360	800	584	..	....	....	....	46	270	540	412	..	...	14	315	495	418
	T	16,051	86	....	2	1,200	1,800	1,500	a13	360	1,125	687	2	1,000	1,300	1,150	b48	270	600	418	..	...	14	315	495	418
287. Fond du Lac, Wis.	M	.....	..	1,500	.	....	....	....	3	700	850	767	1	800	800	800	..	...	...	...	..	...	..	...	...	...
	F	.....	..	....	1	1,300	1,300	1,300	9	650	750	689	6	425	700	592	39	375	500	428	..	...	15	180	425	302
	T	16,037	79	....	1	1,300	1,300	1,300	c12	650	850	708	7	425	800	621	39	375	500	428	..	...	15	180	425	302
288 Ann Arbor, Mich.	M	.....	.	2,400	1	1,800	1,800	1,800	7	750	1,700	1,379	..	....	....	....	..	...	...	...	..	...	..	...	...	...
	F	.....	.	....	..	....	....	....	12	550	800	683	8	500	625	575	39	325	500	446	..	...	..	...	...	...
	T	16,033	72	....	1	1.800	1.800	1,800	19	550	1,700	939	8	500	625	575	39	325	500	446	..	...	..	...	...	...

a Including 1 assistant principal at $1,125. *b* Including 2 assistant principals at $540 and $600, average $570. *c* Including 1 assistant principal at $850.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools: Principals: No.	High Schools: Principals: Yearly Salary: Min.	High Schools: Principals: Yearly Salary: Max.	High Schools: Principals: Yearly Salary: Av.	High Schools: Teachers: No.	High Schools: Teachers: Yearly Salary: Min.	High Schools: Teachers: Yearly Salary: Max.	High Schools: Teachers: Yearly Salary: Av.	Elementary Schools: Principals: No.	Elementary Schools: Principals: Yearly Salary: Min.	Elementary Schools: Principals: Yearly Salary: Max.	Elementary Schools: Principals: Yearly Salary: Av.	Elementary Schools: Teachers: No.	Elementary Schools: Teachers: Yearly Salary: Min.	Elementary Schools: Teachers: Yearly Salary: Max.	Elementary Schools: Teachers: Yearly Salary: Av.	Kindergartens: Directors: No.	Kindergartens: Directors: Yearly Salary	Kindergartens: Teachers: No.	Kindergartens: Teachers: Yearly Salary: Min.	Kindergartens: Teachers: Yearly Salary: Max.	Kindergartens: Teachers: Yearly Salary: Av.
289. Asheville, N. C. M	.....	..	$1,600	1	$1,100	$1,100	$1,100	1	$ 450	$ 450	$ 450	3	$ 550	$ 900	$ 667	..	...	...	...	..	....	..	...	...	...
F	.....	..	....	..	....	....	....	3	405	500	444	2	378	500	439	34	$225	$450	$354	..	....	..	...	...	...
T	16,032	48	....	1	1,100	1,100	1,100	4	405	500	446	5	378	900	576	34	225	450	354	..	....	..	...	...	...
290. Jackson, Tenn...	15,852	No data obtainable																							
291. Bradford, Pa. M	.....	..	2,500	1	1,450	1,450	1,450	4	700	1,000	780	2	765	950	858	..	...	...	...	..	....	..	...	...	...
F	.....	..	....	..	....	....	....	6	650	720	689	4	600	675	621	46	360	500	434	..	....	..	...	...	...
T	15,803	67	....	1	1,450	1,450	1,450	10	650	1,000	726	6	600	950	700	46	360	500	434	..	....	..	...	...	...
292. Jacksonville, Ill. M	.....	..	1,600	1	1,200	1,200	1,200	3	675	720	690	1	675	675	675	..	...	...	...	..	....	..	...	...	...
F	.....	..	....	..	....	....	....	6	675	675	675	5	630	675	666	47	450	585	495	..	....	..	...	...	...
T	15,720	68	....	1	1,200	1,200	1,200	9	675	720	680	6	630	675	668	47	450	585	495	..	....	..	...	...	...
293. Sedalia, Mo. M	.....	..	2,200	1	1,260	1,260	1,260	5	540	810	657	1	675	675	675	..	...	...	...	..	....	..	...	...	...
F	.....	..	....	..	....	....	....	3	505	585	543	7	428	675	564	48	248	450	361	..	....	..	...	...	...
T	15,579	68	....	1	1,260	1,260	1,260	8	505	810	614	8	428	675	578	48	248	450	361	..	....	..	...	...	...
294. Montclair, N.J. M	.....	..	*a* 4,000	(*a*)	....	....	....	4	1,200	1,650	1,488	2	1,700	1,700	1,700	..	...	...	...	..	....	..	...	...	...
F	.....	..	....	..	....	....	....	16	700	1,600	969	4	700	1,500	963	50	550	900	654	..	....	15	$400	$700	$570
T	15,555	92	....	..	....	....	....	20	700	1,650	1,073	6	700	1,700	1,208	50	550	900	654	..	....	15	400	700	570
295. Rome, N. Y. M	.....	..	2,000	1	1,700	1,700	1,700	1	700	700	700	1	1,000	1,000	1,000	..	...	...	...	..	....	..	...	...	...
F	.....	..	....	..	....	....	....	5	525	700	585	6	450	600	508	33	300	500	419	..	....	..	...	...	...
T	15,448	48	....	1	1,700	1,700	1,700	6	525	700	604	7	450	1,000	579	33	300	500	419	..	....	..	...	...	...
296. Alton, Ill. M	.....	..	1,900	1	1,500	1,500	1,500	3	750	1,100	867	5	700	1,200	860	..	...	...	...	..	....	..	...	...	...
F	.....	..	....	..	....	....	....	3	750	900	833	3	525	700	583	39	400	600	481	..	....	..	...	...	...
T	15,386	57	....	1	1,500	1,500	1,500	*b* 6	750	1,100	850	8	525	1,200	756	39	400	600	481	..	....	..	...	...	...

a Superintendent also principal of high school.

b Including 1 assistant principal at $1,100.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
297. Middletown... N. Y.	M	.....	..	$2,200	1	$1,600	$1,600	$1,600	1	$1,000	$1,000	$1,000	1	$800	$800	$800	..	...	...	....	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	3	800	850	817	6	550	650	592	43	$400	$650	$454	..	....	..	...	...	...
	T	15,287	58	....	1	1,600	1,600	1,600	4	800	1,000	863	7	550	800	621	43	400	650	454	..	....	..	...	...	
298. Vicksburg, Miss..		15,272	No data obtainable																							
299. Meridian..... Miss.	M	.....	..	2,100	1	1,000	1,000	1,000	..	....	....	....	..	...	...	...	..	...	...	....	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	(a)	425	425	425	5	510	510	510	(a)	383	425	(a)	..	....	..	...	...	...
	T	15,079	56	....	1	1,000	1,000	1,000	(a)	425	425	425	5	510	510	510	(a)	383	425	(a)	..	....	..	...	...	...
300. Hazleton, Pa...	M	.....	..	2,000	1	1,200	1,200	1,200	2	720	765	743	6	495	855	638	1	405	405	405	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	4	585	765	630	1	540	540	540	46	315	495	433	..	....	..	...	...	...
	T	15,053	63	....	1	1,200	1,200	1,200	6	585	765	668	7	495	855	624	47	315	495	432	..	....	..	...	...	...
301. Waterloo, Ia...	M	.....	..	1,800	..	....	....	....	..	....	....	....	..	...	...	...	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	1	990	990	990	7	540	540	540	7	595	655	612	25	450	495	454	..	....	..	...	...	...
	T	15,034	43	....	1	990	990	990	7	540	540	540	7	595	655	612	25	450	495	454	..	....	..	...	...	...
302. Ogdensburg... N. Y.	M	.....	..	1,800	1	1,800	1,800	1,800	2	650	900	775	..	...	...	...	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	4	650	850	725	6	450	500	492	30	300	450	378	..	....	..	...	...	...
	T	15,033	48	....	1	1,800	1,800	1,800	6	650	900	742	6	450	500	492	30	300	450	378	..	....	..	...	...	...
303. Kankakee, Ill.	M	.....	..	1,850	1	1,500	1,500	1,500	1	720	720	720	..	...	...	...	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	4	675	750	706	7	428	630	527	34	360	450	389	..	....	..	...	...	...
	T	14,966	49	....	1	1,500	1,500	1,500	5	675	750	709	7	428	630	527	34	360	450	389	..	....	..	...	...	...
304. Plymouth, Pa.	M	.....	..	1,500	1	765	765	765	1	720	720	720	3	585	585	585	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	..	....	....	....	..	...	...	...	35	315	450	378	..	....	..	...	...	...
	T	14,942	42	....	1	765	765	765	1	720	720	720	3	585	585	585	35	315	450	378	..	....	..	...	...	...

a Not reported.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
				Principals				Teachers				Principals				Teachers				Directors		Teachers					
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
305. Cranston, R. I..	M	.....	..	$1,600	1	$1,500	$1,500	$1,500	3	$1,000	$1,050	$1,017	4	$ 927	$1,075	$1,013	..	....	....	....	..	....	..	....	....	....	....
	F	.....	..	....	..	....	....	....	3	700	1,050	867	10	429	624	507	40	$312	$585	$445	..	....	4	$351	$429	$400	
	T	14,915	70	....	1	1,500	1,500	1,500	6	700	1,050	942	14	429	1075	652	40	312	585	445	..	....	4	351	429	400	
306. Streator, Ill....	M	.....	..	2,000	1	2,000	2,000	2,000	3	900	1,200	1,033	..	....	....	....	..	....	....	....	..	....	..	....	....	....	....
	F	.....	..	....	..	....	....	....	6	720	800	787	9	470	720	588	41	360	675	506	..	....	..	....	....	....	
	T	14,880	63	....	1	2,000	2,000	2,000	9	720	1,200	869	9	470	720	588	41	360	675	506	..	....	..	....	....	....	
307. Marietta, O	M	.....	..	2,000	1	1,200	1,200	1,200	1	1,000	1,000	1,000	4	950	1,000	988	..	....	....	....	..	....	..	....	....	....	....
	F	.....	..	....	..	....	....	....	4	700	700	700	2	600	700	650	51	300	600	466	..	....	..	....	....	....	
	T	14,872	70	....	1	1,200	1,200	1,200	a5	700	1,000	760	6	600	1,000	875	51	300	600	466	..	....	..	....	....	....	
308. Muscatine, Ia..	M	.....	..	1,800	1	1,200	1,200	1,200	2	600	650	625	2	700	900	800	..	....	....	....	..	....	..	....	....	....	....
	F	.....	..	....	..	....	....	....	6	600	600	600	6	450	900	758	54	300	500	453	..	....	..	....	....	....	
	T	14,859	74	....	1	1,200	1,200	1,200	8	600	650	606	8	450	900	769	54	300	500	453	..	....	..	....	....	....	
309. Cheyenne.....	M	.....	..	2,000	1	1,200	1,200	1,200	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....	....
Wyo.	F	.....	..	....	..	....	....	....	3	740	740	740	4	740	786	752	25	601	694	648	..	....	..	....	....	....	
	T	14,807	36	....	1	1,200	1,200	1,200	3	740	740	740	4	740	786	752	25	601	694	648	..	....	..	....	....	....	
310. Keokuk, Ia....	M	.....	..	1,555	1	1,330	1,330	1,330	..	....	....	....	1	1,155	1,155	1,155	..	....	....	....	..	....	..	....	....	....	....
	F	.....	..	....	..	....	....	....	7	630	855	765	5	810	810	810	48	315	630	464	..	....	..	....	....	....	
	T	1,4803	64	....	1	1,330	1,330	1,330	7	630	855	765	6	810	1,155	868	48	315	630	464	..	....	..	....	....	....	
311. Beverly, Mass..	M	.....	..	2,200	1	2,000	2,000	2,000	3	1,000	1,500	1,333	1	600	600	600	..	....	....	....	..	....	..	....	....	....	....
	F	.....	..	....	..	....	....	....	12	400	800	617	10	400	900	625	54	350	500	486	..	....	..	....	....	....	
	T	14,802	87	....	1	2,000	2,000	2,000	15	400	1,500	760	11	400	900	623	54	350	500	486	..	....	..	....	....	....	
312. Watervliet.....	M	.....	..	1,500	1	1,000	1,000	1,000	..	....	....	....	1	600	600	600	..	....	....	....	..	....	..	....	....	....	....
N. Y.	F	.....	..	....	..	....	....	....	..	....	....	....	5	600	600	600	36	450	480	456	..	....	4	100	450	363	
	T	14,726	50	....	1	1,000	1,000	1,000	..	....	....	....	6	600	600	600	36	450	480	456	..	....	4	100	450	363	

a Including 1 assistant principal at $1,000.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
313. Manistee.....Mich.	M	.....	..	$1,800	2	$ 900	$1,150	$1,025	1	$ 800	$ 800	$ 800	..	..	....	....	..	....	....	....	..	....	..	....	....	....	....	....
	F	.....	..	....	..	....	....	....	9	350	750	594	5	$ 500	$ 650	$ 565	51	$250	$475	$389	..	....	5	$400	$500	$425		
	T	14,695	76	....	2	900	1,150	1,025	10	350	800	615	5	500	650	565	51	250	475	389	..	....	5	400	500	$425		
314. Bridgeton.....N. J.	M	.....	..	1,200	1	1,000	1,000	1,000	1	800	800	800	..	....	....	....	..	....	....	....	..	....	..	....	....	....	....	....
	F	.....	..	....	..	....	....	....	4	425	500	444	3	600	650	617	42	350	450	386	..	....	..	....	....	....	....	....
	T	14,660	52	....	1	1,000	1,000	1,000	a5	425	800	515	3	600	650	617	42	350	450	386	..	....	..	....	....	....	....	....
315. Mt. Carmel....Pa.	M	.....	..	1,400	1	1,080	1,080	1,080	2	630	630	630	1	630	630	630	..	....	....	....	..	....	..	....	....	....	....	....
	F	.....	..	....	..	....	....	....	5	270	342	320	4	324	495	419	29	252	405	311	..	....	..	....	....	....	....	....
	T	14,658	44	....	1	1,080	1,080	1,080	7	270	630	409	5	324	630	461	29	252	405	311	..	....	..	....	....	....	....	....
316. Clinton.... ....Mass.	M	.....	..	2,000	1	1,600	1,600	1,600	1	1,000	1,000	1,000	..	....	....	....	..	....	....	....	..	....	..	....	....	....	....	....
	F	.....	..	....	..	....	....	....	4	550	900	713	..	....	....	....	44	450	600	463	..	....	..	....	....	....	....	....
	T	14,639	53	....	1	1,600	1,600	1,600	5	550	1,000	770	..	....	....	....	44	450	600	463	..	....	..	....	....	....	....	....
317. Newburyport..Mass.	M	.....	..	1,200	1	2,000	2,000	2,000	2	1,100	1,100	1,100	2	1,200	1,500	1,350	..	....	....	....	..	....	..	....	....	....	....	....
	F	.....	..	....	..	....	....	....	5	650	700	690	6	425	1,000	533	29	300	500	409	..	....	..	....	....	....	....	....
	T	14,637	53	....	1	2,000	2,000	2,000	7	650	1,100	807	8	425	1,500	738	29	300	500	409	..	....	..	....	....	....	....	....
318. Steubenville...O.	M	.....	..	2,100	1	1,400	1,400	1,400	2	800	1,000	900	2	750	1,100	925	..	....	....	....	..	....	..	....	....	....	....	....
	F	.....	..	....	..	....	....	....	3	600	800	683	4	700	800	775	43	350	600	463	..	....	..	....	....	....	....	....
	T	14,637	60	....	1	1,400	1,400	1,400	5	600	1,000	770	6	700	1,100	825	43	350	600	463	..	....	..	....	....	....	....	....
319. Hagerstown, Md.		14,632	No data obtainable																									
320. Alexandria, Va...		14,585	No data obtainable																									

a Including 1 assistant principal at $800.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
321. Wilkinsburg, Pa.	M	.....	..	$2.000	1	$1,200	$1,200	$1,200	2	$ 810	$ 810	$ 810	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	3	675	810	765	3	$ 900	$ 900	$ 900	47	$450	$675	$580	..	....	..	....	....	....
	T	14,552	59	....	1	1,200	1,200	1,200	5	675	810	783	3	900	900	900	47	450	675	580	..	....	..	....	....	....
322. Fort Dodge, Iowa.	M	.....	..	2,000	1	1,400	1,400	1,400	1	720	720	720	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	6	540	630	608	4	495	585	540	38	373	518	441	..	....	..	....	....	....
	T	14,539	53	....	1	1,400	1,400	1,400	7	540	720	624	4	495	585	540	38	373	518	441	..	....	..	....	....	....
323. Woburn, Mass	M	.....	..	(a)	1	2,000	2,000	2,000	1	1,100	1,100	1,100	3	800	1,400	1,067	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	9	500	750	689	10	513	700	578	46	300	550	498	..	....	..	....	....	....
	T	14,482	73	....	1	2,000	2,000	2,000	b10	500	1,100	730	13	513	1,400	691	46	300	550	498	..	....	..	....	....	....
324. Melrose, Mass.	M	.....	..	2,200	1	2,100	2,100	2,100	5	550	1,200	960	2	1,200	1,300	1,250	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	9	575	900	753	3	700	1,000	900	57	400	600	523	..	....	8	$300	$475	$406
	T	14,294	89	....	1	2,100	2,100	2,100	14	550	1,200	827	5	700	1,300	1,040	57	400	600	523	..	....	8	300	475	406
325. Hammond, Ind.	M	.....	..	2,000	1	1,000	1,000	1,000	1	570	570	570	..	....	....	....	2	570	603	587	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	5	570	713	656	5	618	627	623	37	428	570	500	..	....	12	190	523	362
	T	14,258	68	....	1	1,000	1,000	1,000	6	570	713	641	5	618	627	623	39	428	603	504	..	....	12	190	523	362
326. Carbondale, Pa.	M	.....	..	1,500	1	1,500	1,500	1,500	4	700	1,000	788	2	650	700	675	1	650	650	650	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	4	500	650	588	7	450	700	536	41	350	550	437	..	....	..	....	....	....
	T	14,250	61	....	1	1,500	1,500	1,500	8	500	1,000	688	9	450	700	567	42	350	650	442	..	....	..	....	....	....
327. Ashtabula, O.	M	.....	..	1,500	..	....	....	....	1	720	720	720	2	650	750	700	1	420	420	420	..	....	..	....	....	....
	F	.....	..	....	1	900	900	900	3	565	600	588	4	450	550	488	29	284	499	395	..	....	..	....	....	....
	T	14,182	45	....	1	900	900	900	4	565	720	621	6	450	750	559	30	284	499	396	..	....	..	....	....	....
328. Freeport, Ill.	M	.....	..	2,000	1	1,100	1,100	1,100	2	750	750	750	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	6	600	850	733	5	600	750	720	38	350	500	440	..	....	..	....	....	....
	T	14,179	55	....	1	1,100	1,100	1,100	8	600	850	738	5	600	750	720	38	350	500	440	..	....	..	....	....	....

a Not reported.

b Including 1 assistant principal at $1,100.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
329. Mahanoy City, Pa.	M	.....	..	$1,650	1	$ 900	$ 900	$ 900	1	$ 720	$ 720	$ 720	..	....	....	....	4	$405	$450	$428	..	....	..	....	....	..
	F	.....	..	....	..	....	....	....	1	675	675	675	..	....	....	....	39	405	630	457	..	....	..	....	....	..
	T	14,170	47	....	1	900	900	900	2	675	720	698	..	....	....	....	43	405	630	454		....	..	....	....	..
330. Hyde Park, Mass.	M	.....	..	2,500	1	2,000	2,000	2,000	3	750	1,300	950	4	$1,000	$1,400	$1,300	..	....	....	....	..	....	..	....	....	..
	F	.....	..	....	..	....	....	....	10	650	800	675	..	....	....	....	33	400	500	464	..	....	..	....	....	..
	T	14,159	54	....	1	2,000	2,000	2,000	*a*13	650	1,300	738	4	1,000	1,400	1,300	33	400	500	464	..	....	..	....	....	..
331. S. Bethlehem, Pa.		14,123	No data obtainable																							
332. Flint, Mich.	M	.....	..	1,900	1	1,200	1,200	1,200	(*b*)	625	850	(*b*)	..	....	....	....	..	....	....	....	..	....	(*b*)	$200	$400	(*b*)
	F	.....	..	....	..	....	....	....	(*b*)	600	825	(*b*)	(*b*)	425	600	(*b*)	(*b*)	300	450	(*b*)	..	....				
	T	14,093	73	....	1	1,200	1,200	1,200	(*b*)	600	850	(*b*)	(*b*)	425	600	(*b*)	(*b*)	300	450	(*b*)	..	....	(*b*)	200	400	(*b*)
333. Laredo, Tex.	M	.....	..	1,800	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	..
	F	.....	..	....	..	....	....	....	2	540	540	540	..	....	....	....	19	450	495	476	..	....	..	....	....	..
	T	14,062	22	....	..	....	....	....	2	540	540	540	..	....	....	....	19	450	495	476	..	....	..	....	....	..
334. Ashland, Wis.	M	.....	..	2,200	1	1,200	1,200	1,200	3	665	760	697	2	760	760	760	..	....	....	....	..	....	..	....	....	..
	F	.....	..	....	..	....	....	....	8	618	713	665	4	665	665	665	*c*43	475	570	530	..	....	(*d*)	(*b*)	(*b*)	(*b*)
	T	14,010	69	....	1	1,200	1,200	1,200	11	618	760	674	6	665	760	697	*c*43	475	570	530	..	....	(*d*)	(*b*)	(*b*)	(*b*)
335. Oil City, Pa.	M	.....	..	2,500	1	1,700	1,700	1,700	1	1,000	1,000	1,000	..	....	....	....	..	....	....	....	..	....	..	....	....	..
	F	.....	..	....	..	....	....	....	7	675	720	701	(*e*)	....	....	....	*f*49	360	540	482	..	....	..	....	....	..
	T	13,963	60	....	1	1,700	1,700	1,700	8	675	1,000	738	(*e*)	....	....	....	*f*49	360	540	482		....	..	....	....	..
336. Homestead, Pa.	M	.....	..	2,000	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	..
	F	.....	..	....	..	....	....	....	3	750	750	750	5	700	700	700	44	550	600	565	..	....	..	....	....	..
	T	13,946	58	....	..	....	....	....	3	750	750	750	5	700	700	700	44	550	600	565	..	....	..	....	....	..

a Including 1 assistant principal at $1,300. *b* Not reported.
c Including kindergarten teachers, number not reported.
d Included in elementary teachers.
e Nine principals included in teachers.
f Including 9 principals, 8 of whom receive $90 and one $45 in addition to regular salary as grade teacher.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
337. Raleigh, N. C.,		13,934	No data obtainable																							
338. Leominster..... Mass.	M	.....	..	$2,000	1	$1,600	$1,600	$1,600	2	$1,000	$1,050	$1,025	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	10	360	750	560	7	$ 551	$ 680	$ 589	35	$320	$551	$443	..	....	..	....	....	....
	T	13,928	61	....	1	1,600	1,600	1,600	12	360	1,050	638	7	551	680	589	35	320	551	443	..	....	..	....	....	....
339. Janesville, Wis.	M	.....	..	2,100	..	....	....	....	5	630	900	738	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	9	630	810	670	(a)	....	....	....	b51	315	522	382	..	....	..	....	....	....
	T	13,890	71	....	..	....	....	....	14	630	900	694	(a)	....	....	....	b51	315	522	382	..	....	..	....	....	....
340. Ishpeming, Mich.		13,873	No data obtainable																							
341. Dunmore, Pa....		13,864	No data obtainable																							
342. Owensboro, Ky.	M	.....	..	2,000	1	1,200	1,200	1,200	2	675	765	720	6	405	675	608	1	383	383	383	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	4	405	675	585	..	....	....	....	37	360	383	373	..	....	..	....	....	....
	T	13,822	56	....	1	1,200	1,200	1,200	6	405	765	630	6	405	675	608	38	360	383	374	..	....	..	....	....	....
343. Pottstown, Pa.	M	.....	..	1,500	1	1,000	1,000	1,000	5	700	850	750	..	....	....	....	8	420	500	464	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	1	750	750	750	..	....	....	....	56	350	500	371	..	....	..	....	....	....
	T	13,819	72	....	1	1,000	1,000	1,000	c6	700	850	750	..	....	....	....	64	350	500	383	..	....	..	....	....	....
344. Helena, Mont.	M	.....	..	3,000	1	2,000	2,000	2,000	3	900	990	930	1	1,000	1,000	1,000	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	7	720	990	868	6	885	900	890	34	630	855	707	..	....	8	$540	$765	$636
	T	13,770	65	....	1	2,000	2,000	2,000	10	720	990	887	7	885	1000	906	34	630	855	707	..	....	8	540	765	636

a Included in teachers. *b* Including principals, number not reported, who receive $1 per room per month in addition to regular salary as grade teachers.
c Including 1 assistant principal at $850.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
345. Ithaca, N. Y..	M	.....	..	$3,000	1	$1,500	$1,500	$1,500	4	$1,000	$1,200	$1,050	..	....	....	....	..	....	....	....	..	....	..	....	....	....	....	....
	F	.....	..	....	..	....	....	....	11	825	825	825	..	....	....	....	42	$350	$600	$471	..	....	3	$400	$475	$425		
	T	13,754	64	....	1	1,500	1,500	1,500	15	825	1,200	885	..	....	....	....	42	350	600	471	..	....	3	400	475	425		
346. Kenosha, Wis....		13,617	No data obtainable																									
347. Marlboro, Mass	M	.....	..	2,100	1	1,800	1,800	1,800	..	....	....	....	2	$900	$900	$900	..	....	....	....	..	....	..	....	....	....		
	F	.....	..	....	..	....	....	....	10	500	725	628	2	900	900	900	49	418	600	500	..	....	..	....	....	....		
	T	13,549	68	....	1	1,800	1,800	1,800	10	500	725	628	4	900	900	900	49	418	600	500	..	....	..	....	....	....		
348. Glens Falls, N. Y.		13,543	No data obtainable																									
349. Chillicothe, O.	M	.....	..	2,100	1	1,300	1,300	1,300	2	750	750	750	2	1,000	1,000	1,000	1	700	700	700		....	..	....	....	....		
	F	.....	..	....	..	....	....	....	3	600	650	617	2	700	700	700	54	350	500	412	..	....	3	350	500	450		
	T	13,483	74	....	1	1,300	1,300	1,300	5	600	750	670	4	700	1,000	850	55	350	700	417	..	....	3	350	500	450		
350. Menominee.... Mich.	M	.....	..	1,800	1	950	950	950	3	570	665	610	..	....	....	....	..	....	....	....	..	....	..	....	....	....		
	F	.....	..	....	..	....	....	....	3	570	641	594	6	451	523	482	35	380	465	427	..	....	5	428	465	435		
	T	13,475	57	....	1	950	950	950	6	570	665	602	6	451	523	482	35	380	465	427	..	....	5	428	465	435		
351. Auburn, Me...	M	.....	..	1,500	1	1,600	1,600	1,600	2	900	900	900	2	650	750	700	..	....	....	....	..	....	..	....	....	....		
	F	.....	..	....	..	....	....	....	9	450	600	533	5	342	396	382	56	252	468	320	..	....	..	....	....	....		
	T	13,461	85	....	1	1,600	1,600	1,600	11	450	900	600	7	342	750	473	56	252	468	320	..	....	..	....	....	....		
352. Elwood, Ind.....		13,397	No data obtainable																									

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools: Principals: No.	High Schools: Principals: Yearly Salary: Min.	Max.	Av.	High Schools: Teachers: No.	High Schools: Teachers: Yearly Salary: Min.	Max.	Av.	Elementary Schools: Principals: No.	Yearly Salary: Min.	Max.	Av.	Elementary Schools: Teachers: No.	Yearly Salary: Min.	Max.	Av.	Kindergartens: Directors: No.	Yearly Salary	Teachers: No.	Yearly Salary: Min.	Max.	Av.
353. Ansonia, Conn. M	.....	..	$2,000	..	.....	.....	.....	..	.....	.....	.....	..	.....	.....	.....	..	...	...	...	..	.....	..	..	..	...
F	.....	..	....	1	$1,000	$1,000	$1,000	4	$600	$700	$625	..	.....	.....	.....	57	$525	$600	$551	..	.....	..	..	..	...
T	13,383	65	....	1	1,000	1,000	1,000	4	600	700	625	..	.....	.....	.....	57	525	600	551	..	.....	..	..	..	...
354. Dover, N. H. M	.....	..	1,600	1	1,700	1,700	1,700	1	1,000	1,000	1,000	2	$ 900	$ 900	$ 900	..	...	...	...	..	.....	..	..	..	...
F	.....	..	....	..	....	.....	.....	4	550	650	600	..	.....	.....	.....	34	290	460	444	..	.....	..	..	..	...
T	13,333	43	....	1	1,700	1,700	1,700	a5	550	1,000	680	2	900	900	900	34	290	460	444	..	.....	..	..	..	...
355. Wausau, Wis. M	.....	..	2,000	1	1,500	1,500	1,500	2	720	720	720	3	500	900	683	4	405	540	495	..	.....	..	..	..	...
F	.....	..	....	..	....	.....	.....	4	540	720	628	5	495	495	495	39	315	450	402	..	.....	15	$90	$450	$241
T	13,284	79	....	1	1,500	1,500	1,500	6	540	720	658	8	495	900	566	43	315	540	410	..	.....	15	90	450	241
356. E. Providence, R. I. M	.....	..	1,500	1	1,500	1,500	1,500	2	760	760	760	1	1,200	1,200	1,200	..	...	...	...	..	.....	..	..	..	...
F	.....	..	....	..	....	.....	.....	4	532	608	570	6	494	684	557	56	304	495	401	..	.....	..	..	..	...
T	13,254	73	....	1	1,500	1,500	1,500	6	532	760	633	7	494	1,200	649	56	304	495	401	..	.....	..	..	..	...
357. Cairo, Ill. M	.....	..	2,000	2	900	1,200	1,050	1	810	810	810	2	540	765	653	..	...	...	...	..	.....	..	..	..	...
F	.....	..	....	..	....	.....	.....	7	450	765	621	3	473	765	668	32	270	585	397	..	.....	..	..	..	...
T	13,238	49	....	2	900	1,200	1,050	8	450	810	644	5	473	765	662	32	270	585	397	..	.....	..	..	..	...
358. Pittston, Pa.	13,231	No data obtainable																							
359. West Bay City, Mich. M	.....	..	1,400	1	900	900	900	4	550	600	575	1	550	550	550	..	...	...	...	..	.....	..	..	..	...
F	.....	..	....	..	....	.....	.....	5	525	600	555	4	500	575	519	46	300	425	373	..	.....	..	..	..	...
T	13,161	63	....	1	900	900	900	9	525	600	564	5	500	575	525	46	300	425	373	..	.....	..	..	..	...
360. Spartansburg, S. C. M	.....	..	1,500	1	900	900	900	...	.....	.....	.....	1	665	665	665	.	...	...	...	..	.....	..	..	..	...
F	.....	..	....	..	....	.....	.....	5	315	360	351	1	450	450	450	21	315	360	339	..	.....	..	..	..	...
T	13,150	31	....	1	900	900	900	5	315	360	351	2	450	665	558	21	315	360	339	..	...	..	..	..	...

a Including 1 assistant principal at $1,000.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
361. Leadville, Colo.	M	.....	..	$1,600	1	$1,200	$1,200	$1,200	4	$1,000	$1,000	$1,000	2	$1,000	$1,260	$1,130	..	...	....	...	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	2	1,000	1,000	1,000	3	800	840	827	27	$600	$ 840	$691	..	....	..	...	...	...		
	T	13,076	44	....	1	1,200	1,200	1,200	6	1,000	1,000	1,000	5	800	1,260	948	27	600	840	691	..	....	..	...	...	...		
362. Westfield Mass.	M	.....	..	2,100	1	2,600	2,600	2,600	2	1,500	1,500	1,500	1	1,400	1,400	1,400	..	...	....	...	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	7	650	1,200	907	4	540	800	625	35	390	560	464	..	....	3	$440	$480	$453		
	T	13,063	58	....	1	2,600	2,600	2,600	9	650	1,500	1,039	5	540	1,400	780	35	390	560	464	..	....	3	440	480	453		
363. Steelton, Pa.	M	.....	..	2,000	1	1,350	1,350	1,350	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	450	630	(a)	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	405	495	(a)	..	....	..	...	...	...		
	T	13,038	48	....	1	1,350	1,350	1,350	(a)	675	765	(a)	(a)	(a)	(a)	(a)	(a)	405	630	(a)	..	....	..	...	...	...		
364. Marion, O.	M	.....	..	1,800	1	1,000	1,000	1,000	2	675	990	833	..	....	....	....	....	...	....	...	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	6	540	675	623	7	495	540	514	45	225	495	397	..	....	..	...	...	...		
	T	13,024	64	....	1	1,000	1,000	1,000	8	540	990	675	7	495	540	514	45	225	495	397	..	....	..	...	...	...		
365. Piqua, O.		13,008	No data obtainable																									
366. Fresno, Calif.	M	.....	..	2,200	1	1,600	1,600	1,600	4	1,250	1,250	1,250	8	1,045	1,140	1,069	2	713	1,045	879	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	5	950	950	950	..	....	....	....	64	713	760	718	..	....	1	713	713	713		
	T	12,965	80	....	1	1,600	1,600	1,600	9	950	1,250	1,083	8	1,045	1,140	1,069	b66	713	1,045	723	..	....	1	713	713	713		
367. Natchez, Miss.	M	.....	..	(a)	1	1,500	1,500	1,500	1	765	765	765	1	675	675	675	..	...	....	...	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	2	500	540	520	..	....	....	....	33	360	450	415		....	..	...	...	...		
	T	12,843	38	....	1	1,500	1,500	1,500	3	500	765	602	1	675	675	675	33	360	450	415	..	....	..	...	...	...		
368. Manitowoc, Wis.	M	.....	..	(a)	1	1,700	1,700	1,700	1	650	650	650	..	....	....	....	..	...	...	...	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	6	650	900	742	..	....	....	....	17	400	575	441	..	....	..	...	...	...		
	T	12,842	25	....	1	1,700	1,700	1,700	7	650	900	729	..	....	....	....	17	400	575	441	..	....	..	...	...	...		

a Not reported.

b Including 1 assistant principal at $1,045.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
369. Greenville, S. C..		12,835	No data obtainable																							
370. Columbia, Pa..	M	.....	..	$1,660	..	....	....	....	1	$360	$ 360	$360	1	$ 675	$ 675	$ 675	..	...	...	...	..	...	..	...	...	...
	F	.....	...	....	1	$ 810	$ 810	$ 810	2	450	585	518	..	....	....	....	39	$315	$450	$365	..	...	..	...	...	...
	T	12,832	46	....	1	810	810	810	a3	360	585	465	1	675	675	675	39	315	450	365	..	...	..	...	...	...
371. Oklahoma.....	M	.....	...	2,100	1	1,400	1,400	1,400	5	630	1,000	722	2	675	675	675	..	...	...	...	1	....	..	....	....	....
O. T.	F	.....	...	....	..	....	....	....	6	540	720	645	4	675	765	698	87	360	540	455	1	$585	2	$405	$405	$405
	T	12,800	110	....	1	1,400	1,400	1,400	b11	540	1,000	680	6	675	765	690	87	360	540	455	1	585	2	405	405	405
372. Hannibal, Mo.	M	.....	...	1,650	1	1,200	1,200	1,200	2	630	810	720	3	1,000	1,000	1,000	..	...	...	...	..	...	..	...	...	...
	F	.....	...	....	..	....	....	....	4	585	855	675	4	450	900	653	45	270	495	375	..	...	..	...	...	...
	T	12,756	61	....	1	1,200	1,200	1,200	6	585	855	690	7	450	1,000	801	45	270	495	375	..	...	..	...	...	...
373. Nanticoke, Pa....		12,737	No data obtainable																							
374. Stillwater, Minn..		12,636	No data obtainable																							
375. Marshalltown....		.....	...	2,000	1	1,500	1,500	1,500	1	675	675	675	..	....	....	....	..	...	...	...	..	...	..	...	...	...
Iowa	F	.....	...	....	..	....	....	....	8	540	698	610	5	630	675	644	43	360	698	462	..	...	7	360	540	463
	T	12,633	69	....	1	1,500	1,500	1,500	9	540	698	618	5	630	675	644	43	360	698	462	..	...	7	360	540	463
376. Lansingburg,..	M	.....	...	1,800	1	1,200	1,200	1,200	2	600	700	650	..	....	....	....	..	...	...	...	..	...	..	...	...	...
N. Y.	F	.....	...	....	..	....	....	....	3	600	600	600	5	600	750	670	46	250	750	470	..	...	5	500	500	500
	T	12,595	68	....	1	1,200	1,200	1,200	5	600	700	620	5	600	750	670	46	250	750	470	..	...	5	500	500	500

a Including 1 assistant principal at $585.

b Including 1 assistant principal at $1,000.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
377. Saratoga Spgs.. N. Y.	M	.....	..	$2,250	1	$1,500	$1,500	$1,500	..	....	....	....	2	$ 950	$1,400	$1,175	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	6	$700	$1,000	$767	4	700	800	725	36	$400	$575	$466	..	....	10	$400	$550	$470
	T	12,538	61	....	1	1,500	1,500	1,500	6	700	1,000	767	6	700	1,400	875	36	400	575	466	..	....	10	400	550	470
378. Massillon..... Ohio	M	.....	..	2,100	1	1,200	1,200	1,200	1	700	700	700	4	700	850	800	1	650	650	650	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	3	550	700	633	2	425	500	463	37	320	650	445	..	....	..	....	....	....
	T	12,499	54	....	1	1,200	1,200	1,200	4	550	700	650	6	425	850	688	38	320	650	450	..	....	..	....	....	....
379. Huntington.... W. Va.	M	.....	..	2,000	2	520	800	660	..	....	....	....	..	....	....	....	1	400	400	400	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	3	520	640	573	4	300	600	480	42	240	360	317	..	....	..	....	....	....
	T	12,469	55	....	2	520	800	660	3	520	640	573	4	300	600	480	43	240	400	319	..	....	..	....	....	....
380. Attleboro..... Mass.	M	.....	..	1,900	1	1,750	1,750	1,750	2	600	600	600	1	1,100	1,100	1,100	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	4	500	700	613	3	520	850	630	49	360	520	448	..	....	..	....	....	....
	T	12,463	64	....	1	1,750	1,750	1,750	6	500	700	608	4	520	1,100	748	49	361	520	448	..	....	..	....	....	....
381. Charleston.... W. Va.	M	.....	..	(a)	..	....	....	....	..	....	....	....	2	432	594	513	3	293	486	386	..	....	..	....	....	....
	F	.....	..	....	1	900	900	900	5	486	666	592	6	464	666	536	60	180	540	375	..	....	..	....	....	....
	T	12,407	80	....	1	900	900	900	5	486	666	592	8	432	666	530	63	180	540	375	..	....	..	....	....	....
382. Galena, Kans..	M	.....	..	1,000	1	560	560	560	..	....	....	....	1	480	480	480	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	3	400	440	413	2	400	400	400	18	280	360	329	..	....	..	....	....	....
	T	12,378	27	....	1	560	560	560	3	400	440	413	3	400	480	427	18	280	360	329	..	....	..	....	....	....
383. Dunkirk, N.Y.	M	.....	..	2,000	2	900	1,400	1,150	1	700	700	700	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	5	700	700	700	15	500	600	510	31	390	500	446	..	....	..	....	....	....
	T	12,276	56	....	2	900	1,400	1,150	6	700	700	700	15	500	600	510	31	390	500	446	..	....	..	....	....	....
384. Morristown.... N. J.	M	.....	..	b3,250	(b)	....	....	....	1	750	750	750	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	5	675	1,100	790	1	850	850	850	30	525	625	577	..	....	..	....	....	....
	T	12,200	40	....	..	....	....	....	c6	675	1,100	783	1	850	850	850	30	525	625	577	..	....	..	....	....	....

a Not reported. *b* Superintendent also principal of high school. *c* Including 1 assistant principal at $1,100.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools: Principals: No.	High Schools: Principals: Yearly Salary: Min.	High Schools: Principals: Yearly Salary: Max.	High Schools: Principals: Yearly Salary: Av.	High Schools: Teachers: No.	High Schools: Teachers: Yearly Salary: Min.	High Schools: Teachers: Yearly Salary: Max.	High Schools: Teachers: Yearly Salary: Av.	Elementary Schools: Principals: No.	Elementary Schools: Principals: Yearly Salary: Min.	Elementary Schools: Principals: Yearly Salary: Max.	Elementary Schools: Principals: Yearly Salary: Av.	Elementary Schools: Teachers: No.	Elementary Schools: Teachers: Yearly Salary: Min.	Elementary Schools: Teachers: Yearly Salary: Max.	Elementary Schools: Teachers: Yearly Salary: Av.	Kindergartens: Directors: No.	Kindergartens: Directors: Yearly Salary	Kindergartens: Teachers: No.	Kindergartens: Teachers: Yearly Salary: Min.	Kindergartens: Teachers: Yearly Salary: Max.	Kindergartens: Teachers: Yearly Salary: Av.
385 Hornellsville....M	.....	..	a$2,100	(a)	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....
N. Y. F	.....	..	....	..	....	....	....	11	$ 500	$ 850	$ 618	5	$ 650	$ 850	$ 760	40	$300	$500	$392	..	....	4	$400	$450	$413
T	12,194	62	....	..	....	....	....	11	500	850	618	5	650	850	760	40	300	500	392	..	....	4	400	450	413
386. Greenwich.....M	.....	..	a2,100	(a)	....	....	....	1	1,000	1,000	1,000	..	....	....	....	..	....	....	....	..	....	..	....	....	....
Conn. F	.....	..	....	..	....	....	....	3	600	800	700	..	....	....	....	15	550	650	610	..	....	1	550	550	550
T	12,172	23	....	..	....	....	....	4	600	1,000	775	..	....	....	....	15	550	650	610	..	....	1	550	550	550
387. Milford, Mass..M	.....	..	1,700	1	$1,700	$1,700	$1,700	1	800	800	800	..	....	....	....	..	....	....	....	..	....	..	....	....	....
F	....	..	....	..	....	....	....	4	550	650	613	5	500	600	560	36	324	450	392	..	....	..	....	....	....
T	12,156	50	....	1	1,700	1,700	1,700	5	550	800	650	5	500	600	560	36	324	450	392	..	....	..	....	....	....
388. Ironton, Ohio..M	.....	..	1,800	1	1,200	1,200	1,200	1	675	675	675	4	675	675	675	..	....	....	....	..	....	..	....	....	....
F	.....	..	....	..	....	....	....	2	675	675	675	..	....	....	....	44	270	675	389	..	....	..	....	....	....
T	12,147	54	....	1	1,200	1,200	1,200	3	675	675	675	4	675	675	675	44	270	675	389	..	....	..	....	....	....
389. Fort Smith....M	.....	..	2,000	1	1,215	1,215	1,215	4	810	1,035	911	4	675	900	844	4	540	540	540	..	....	..	....	....	....
Ark. F	.....	..	....	..	....	....	....	3	675	765	735	3	558	900	696	39	315	585	460	..	....	..	....	....	....
T	12,121	63	....	1	1,215	1,215	1,215	7	675	1,035	836	7	558	900	780	43	315	585	468	..	....	..	....	....	....
390. Denison, Tex....	12,062	No dat	a obtaina	ble																					
391. Greensboro....M	.....	..	1,800	..	....	....	....	..	....	....	....	2	585	765	675	2	675	675	675	..	....	..	....	....	....
N. C. F	.....	..	....	..	....	....	....	..	....	....	....	..	....	....	....	33	360	495	390	..	....	2	360	900	630
T	12,051	44	....	..	....	....	....	..	....	....	....	2	585	765	675	35	360	675	406	..	....	2	360	900	630
392. Kearney, N. J..M	.....	..	a2,200	(a)	....	....	....	2	850	1,100	975	2	1,300	1,300	1,300	..	....	....	....	..	....	..	....	....	....
F	.....	..	....	..	....	....	....	2	700	900	800	4	800	900	844	42	400	700	520	..	....	..	....	....	....
T	12,045	55	....	..	....	....	....	4	700	1,100	888	6	800	1,300	996	42	400	700	520	..	....	..	....	....	....

a Superintendent also principal of high school.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools									Elementary Schools								Kindergartens					
					Principals				Teachers					Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.			Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
393. Augusta, Me.....		12,031	No data obtainable																								
394. Tiffin, Ohio....	M	.....	..	$1,700	1	$1,100	$1,100	$1,100	..	....	....	....		1	$ 800	$ 800	$ 800	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	5	$ 625	$ 625	$ 625		3	500	750	592	26	$325	$475	$426	..	....	..	....	....	....
	T	12,000	40	....	1	1,100	1,100	1,100	5	625	625	625		4	500	800	644	26	325	475	426	..	....	..	....	....	....
395. Phillipsburg...	M	.....	..	1,750	1	1,000	1,000	1,000	2	800	850	825		2	650	650	650	..	....	....	....	..	....	..	....	....	....
N. J.	F	.....	..	....	..	....	....	....	2	650	800	725		..	....	....	....	40	350	600	474	..	....	..	....	....	....
	T	11,975	49	....	1	1,000	1,000	1,000	4	650	850	775		2	650	650	650	40	350	600	474	..	....	..	....	....	....
396. S. Ste. Marie.	M	.....	..	2,200	..	....	....	....	2	800	800	800		6	550	770	646	..	....	....	....	..	....	..	....	....	....
Mich.	F	.....	..	....	1	925	925	925	5	575	650	620		..	....	....	....	44	425	600	500	..	....	..	....	....	....
	T	11,972	63	....	1	925	925	925	7	575	800	671		6	550	700	646	44	425	600	500	..	....	..	....	....	....
397. Pine Bluff.....	M	.....	..	1,350	1	1,125	1,125	1,125	1	1,125	1,125	1,125		2	810	900	855	..	....	....	....	..	....	..	....	....	....
Ark.	F	.....	..	....	..	....	....	....	..	....	....	....		..	....	....	....	56	315	765	474	..	....	..	....	....	....
	T	11,958	61	....	1	1,125	1,125	1,125	1	1,125	1,125	1,125		2	810	900	855	56	315	765	474	..	....	..	....	....	....
398. Alpena, Mich....		11,958	No data obtainable																								
399. Peabody.....	M	.....	..	1,700	1	1,700	1,700	1,700	1	1,200	1,200	1,200		2	1,200	1,300	1,250	..	....	....	....	..	....	..	....	....	....
Mass.	F	.....	..	....	..	....	....	....	7	500	800	664		5	550	800	660	36	320	500	432	..	....	..	....	....	....
	T	11,934	53	....	1	1,700	1,700	1,700	8	500	1,200	731		7	550	1,300	829	36	320	500	432	..	....	..	....	....	....
400. Framingham...	M	.....	..	2,000	1	1,900	1,900	1,900	1	1,400	1,400	1,400		2	800	900	850	..	....	....	....	..	....	..	....	....	....
Mass.	F	.....	..	....	..	....	....	....	6	600	700	675		4	475	800	569	36	400	550	467	..	....	..	....	....	....
	T	11,920	57	...	1	1,900	1,900	1,900	*a*7	600	1,400	779		6	475	900	663	36	400	550	467	..	....	..	....	....	....

a Including 1 assistant principal at $1,400.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
401. Naugatuck, Conn.	M	.....	..	$1,800	1	$1,200	$1,200	$1,200	3	$ 650	$ 900	$ 783	1	$1,200	$1,200	$1,200	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	2	700	800	750	9	450	800	543	34	$400	$650	$498	1	$600	3	$400	$420	$413
	T	11,837	59	....	1	1,200	1,200	1,200	5	650	900	770	10	450	1,200	609	34	400	650	498	1	600	3	400	420	413
402. Corning, N. Y.	M	.....	..	*a*2,750	(*a*)	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	6	700	825	721	1	700	700	700	20	400	600	473	..	....	..	....	....	....
	T	11,814	30	....	..	....	....	....	6	700	825	721	1	700	700	700	20	400	600	473	..	....	..	....	....	....
403. Revere, Mass.	M	.....	..	2,000	1	1,500	1,500	1,500	1	800	800	800	1	1,100	1,100	1,100	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	...	....	....	....	4	400	650	550	8	500	1,100	763	56	350	600	499	..	....	..	....	....	....
	T	11,814	74	....	1	1,500	1,500	1,500	5	400	800	600	9	500	1,100	800	56	350	600	499	..	....	..	....	....	....
404. Rutland, Vt.	M	.....	..	1,500	1	1,500	1,500	1,500	2	750	1,100	925	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	5	450	650	570	8	438	525	478	32	350	500	404	1	500	7	275	400	318
	T	11,730	60	....	1	1,500	1,500	1,500	7	450	1,100	671	*b*8	438	525	478	32	350	500	404	1	500	7	275	400	318
405. Adams, Mass.	M	.....	..	2,400	1	1,600	1,600	1,600	2	....	....	....	..	1,100	1,100	1,100	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	6	500	700	667	2	600	700	650	40	389	468	419	..	....	..	....	....	....
	T	11,710	54	....	1	1,600	1,600	1,600	6	500	700	667	4	600	1,100	875	40	389	468	419	..	....	..	....	....	....
406. Beloit, Wis.	M	.....	..	2,000	1	1,000	1,000	1,000	2	570	618	594	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	7	523	713	624	6	523	618	586	44	380	523	425	..	....	12	143	475	269
	T	11,672	75	....	1	1,000	1,000	1,000	9	523	713	618	6	523	618	586	44	380	523	425	..	....	12	143	475	269
407. Walla Walla, Wash.	M	.....	..	1,500	..	....	....	....	2	750	900	825	4	800	1,000	938	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	1	1,000	1,000	1,000	3	750	750	750	..	....	....	....	44	550	750	626	..	....	..	....	....	....
	T	11,651	55	....	1	1,000	1,000	1,000	5	750	900	780	4	800	1,000	938	44	550	750	626	..	....	..	....	....	....
408. Gardner, Mass.	M	.....	..	2,100	1	1,800	1,800	1,800	1	1,200	1,200	1,200	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	.....	..	....	..	....	....	....	10	500	700	605	6	444	481	456	33	222	444	371	..	....	..	....	....	....
	T	11,530	54	....	1	1,800	1,800	1,800	*c*11	500	1,200	659	6	444	481	456	33	222	444	371	..	....	..	....	....	....

a Superintendent also principal of high school. *b* Principals receive $6.25 per room per annum for supervision, in addition to regular salary.
c Including 1 assistant principal at $1,200.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools									Elementary Schools								Kindergartens							
					Principals				Teachers					Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.			Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
409. Baton Rouge, La.	M	.....	..	$ 500	1	$1,200	$1,200	$1,200	..	...	...	...		..	....	....	....	..	...	....	(a)	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	..	...	...	...		..	....	....	....	17	$340	$ 425	(a)	..	....	..	...	...	...		
	T	11,506	19	....	1	1,200	1,200	1,200	..	...	...	...		..	....	....	....	17	340	425	(a)	..	....	..	...	...	...		
410. Butler, Pa.	M	.....	..	2,000	1	1,500	1,500	1,500	..	...	...	...		2	$ 810	$1,080	$ 945	..	...	...	...	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	4	$495	$720	$619		3	765	990	870	44	315	630	$411	..	....	..	...	...	...		
	T	11,489	57	....	1	1,500	1,500	1,500	4	495	720	619		5	765	1,080	900	44	315	630	411	..	....	..	...	...	...		
411. Weymouth, Mass.	M	.....	..	1,800	1	1,400	1,400	1,400	2	700	750	725		4	900	900	900	..	...	...	...	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	4	500	600	575		5	500	600	520	59	375	600	521	..	....	..	...	...	...		
	T	11,462	78	....	1	1,400	1,400	1,400	*b*6	500	750	625		9	500	900	689	59	375	600	521	..	....	..	...	...	...		
412. Guthrie, Okla.	M	.....	..	1,200	1	1,200	1,200	1,200	6	720	900	750		..	....	....	....	2	315	315	315	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	3	540	540	540		5	630	630	630	36	450	450	450	..	....	..	...	...	...		
	T	11,407	54	....	1	1,200	1,200	1,200	9	540	900	680		5	630	630	630	38	315	450	443	..	....	..	...	...	...		
413. Manchester Conn.		11,315	No data obtainable																									
414. Kokomo, Ind.	M	.....	..	1,700	1	1,200	1,200	1,200	5	585	675	648		4	675	675	675	1	675	675	675	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	5	540	720	612		2	540	540	540	40	225	495	453	..	....	..	...	...	...		
	T	11,314	59	.....	1	1,200	1,200	1,200	10	540	720	630		6	540	675	630	41	225	675	458	..	....	..	...	...	...		
415. Harrison, N. J.	M	.....	..	(a)	..	....	....	....	..	...	...	...		2	1,700	1,700	1,700	..	...	....	....	..	....	..	...	...	...		
	F	.....	..	....	..	....	....	....	..	...	...	...		..	....	....	....	16	510	1,000	655	..	....	..	...	...	...		
	T	11,274	18	....	..	....	....	....	..	...	...	...		2	1,700	1,700	1,700	*c*16	510	1,000	655	..	....	..	...	...	...		
416. Geneva, N. Y.	M	.....	..	2,200	..	....	....	....	3	550	800	717		..	....	....	....	..	...	....	....	..	....	..	...	...	...		
	F	.....	..	....	2	900	1,000	950	6	600	600	600		8	600	600	600	23	360	500	480	..	....	9	$150	$500	$400		
	T	11,228	54	....	2	900	1,000	950	9	550	800	639		8	600	600	600	23	360	500	480	..	....	9	150	500	400		

a Not reported.

b Including 1 assistant principal at $750.

c Including 2 assistant principals at $1,000.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
				Principals				Teachers				Principals				Teachers				Directors		Teachers					
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
417. Pittsburg, Kan.	M	.....	..	$1,500	1	$ 720	$ 720	$ 720	2	$ 540	$ 540	$ 540	2	$ 585	$ 675	$ 630	..	....	....	....	..	...	..	...	...	...	...
	F	.....	..	....	..	....	....	....	7	300	540	467	2	450	450	450	40	$360	$405	$377	..	...	..	...	...	...	...
	T	11,138	55	....	1	720	720	720	9	300	540	483	4	450	675	540	40	360	405	377	..	...	..	...	...	...	...
418. Mankato, Minn.	M	.....	..	1,800	..	....	....	....	3	630	720	675	..	....	....	....	..	....	....	....	..	...	..	...	...	...	...
	F	.....	..	....	1	850	850	850	3	630	675	645	2	585	585	585	32	360	630	447	..	...	..	...	...	...	...
	T	11,127	43	....	1	850	850	850	6	630	720	660	2	585	585	585	32	360	630	447	..	...	..	...	...	...	...
419. Lawrence, Kan.	M	.....	..	1,800	1	1,400	1,400	1,400	2	540	630	585	4	540	720	645	..	....	....	....	..	...	..	...	...	...	...
	F	.....	..	....	..	....	....	....	8	540	675	574	3	540	600	572	31	350	500	425	..	...	..	...	...	...	...
	T	11,123	52	....	1	1,400	1,400	1,400	10	540	675	576	7	540	720	614	31	350	500	425	..	...	..	...	...	...	...
420. Sherman, Tex.	M	.....	..	1,500	1	1,000	1,000	1,000	..	....	....	....	1	585	585	585	..	....	....	....	..	...	..	...	...	...	...
	F	.....	..	....	..	....	....	....	..	....	....	....	3	720	720	720	37	360	630	528	..	...	..	...	...	...	...
	T	11,116	44	....	1	1,000	1,000	1,000	..	....	....	....	4	585	720	686	37	360	630	528	..	...	..	...	...	...	...
421. Bath, Me.	M	.....	..	1,600	1	1,500	1,500	1,500	3	600	900	800	2	550	700	625	..	....	....	....	..	...	..	...	...	...	...
	F	.....	..	....	..	....	....	....	3	600	675	642	11	360	550	429	32	300	475	357	..	...	..	...	...	...	...
	T	11,002	55	....	1	1,500	1,500	1,500	6	600	900	721	13	360	700	459	32	300	475	357	..	...	..	...	...	...	...
422. Ottawa, Ill.	M	.....	..	1,700	1	2,100	2,100	2,100	3	1,200	1,600	1,333	1	1,000	1,000	1,000	..	....	....	....	..	...	..	...	...	...	...
	F	.....	..	....	..	....	....	....	2	800	800	800	4	1,000	1,000	1,000	41	525	625	540	..	...	..	...	...	...	...
	T	10,888	55	....	1	2,100	2,100	2,100	5	800	1,600	1,120	5	1,000	1,000	1,000	41	525	625	540	..	...	..	...	...	...	...
423. Portsmouth N. H.	M	.....	..	2,000	1	1,700	1,700	1,700	(a)	(a)	(a)	(a)	2	1,100	1,200	1,150	..	....	....	....	..	...	..	...	...	...	...
	F	.....	..	....	..	.....	....	....	(a)	(a)	(a)	(a)	1	1,200	1,200	1,200	32	300	550	470	1	$600	7	$300	$550	$407	
	T	10,880	60	....	1	1,700	1,700	1,700	9	550	800	725	3	1,100	1,200	1,167	32	300	550	470	1	600	7	300	550	407	
424. Little Falls N. Y.	M	.....	..	2,000	..	....	....	....	2	850	1,000	925	1	1,000	1,000	1,000	..	....	....	....	..	...	..	...	...	...	...
	F	.....	..	....	..	....	....	....	4	600	700	650	1	600	600	600	24	450	550	483	..	...	..	...	...	...	...
	T	10,860	35	....	..	....	....	....	6	600	1,000	742	2	600	1,000	800	24	450	550	483	..	...	..	...	...	...	...

a Not separately reported.

TABLE I—*Continued*

City		Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools							Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
425. Johnstown.... N. Y.	M	.....	..	$2,000	1	$1,300	$1,300	$1,300	1	$900	$900	$900	..	...	....	...	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	5	550	800	600	4	$500	$ 550	$525	36	$400	$550	$424	..	....	2	$450	$500	$475
	T	10,838	53	....	1	1,300	1,300	1,300	6	550	900	650	4	500	550	525	36	400	550	424	..	. ..	2	450	500	475
426. Jeffersonville, Ind		10,807	No dat	a obtaina	ble																					
427. Millville, N. J....		10,757	No dat	a obtaina	ble																					
428. Southbridge... Mass.	M	.....	..	*a*2,000	(*a*)	....	....	....	1	800	800	800	..	...	....	...	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	3	550	650	617	8	400	570	453	24	320	460	384	..	....	..	...	...	...
	T	10,736	39	....	..	....	....	....	4	550	800	663	8	400	570	453	24	320	460	384	..	....	..	...	...	...
429. Athens, Ga....	M	.....	.	1,800	2	1,500	1,500	1,500	..	....	....	....	..	...	....	...	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	..	....	....	....	2	630	630	630	21	390	630	497	..	....	..	...	...	...
	T	10,728	26	....	2	1,500	1,500	1,500	..	....	....	....	2	630	630	630	*b*21	390	630	497	..	....	..	...	...	...
430. Henderson, Ky.	M	.....	..	1,800	1	1,200	1,200	1,200	..	....	....	....	5	500	1,100	810	..	...	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	6	500	650	575	..	...	....	...	38	300	550	399	..	....	2	500	550	525
	T	10,704	55	....	1	1,200	1,200	1,200	6	500	650	575	5	500	1,100	810	38	300	550	399	..	....	2	500	550	525
431. Vincennes, Ind:	M	.....	..	2,000	1	950	950	950	(*c*)	600	750	(*c*)	(*c*)	500	750	(*c*)	1	750	750	750	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	(*c*)	500	600	(*c*)	3	600	600	600	(*c*)	350	600	(*c*)	..	....	(*c*)	250	300	(*c*)
	T	10,669	47	....	1	950	950	950	(*c*)	500	750	(*c*)	(*c*)	500	750	(*c*)	(*c*)	350	750	(*c*)	..	....	(*c*)	250	300	(*c*)
432. La Salle, Ill....	M	.....	..	1,500	1	2,400	2,400	2,400	6	1,100	1,750	1,283	..	...	....	...	...	..	...	...	..	....	..	...	...	...
	F	.....	..	....	..	....	....	....	6	850	1,050	983	5	650	650	650	23	550	600	557	..	....	..	...	...	...
	T	10,623	42	....	1	2,400	2,400	2,400	*d*12	850	1,750	1,133	5	650	650	650	23	550	600	557	..	....	..	...	...	...

a Superintendent also principal of high school. *b* Including 2 assistant principals at $630. *c* Not reported. *d* Including 1 assistant principal at $1,750.

TABLE I—*Continued*

City	Population 1903	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
				Principals				Teachers				Principals				Teachers				Directors		Teachers			
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
433. Winston, N. C	10,605	No data obtainable																							
434. Peekskill, N.Y. M	.....	..	$1,800	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	....	....	....
F	.....	..	....	..	....	....	....	2	$550	$ 550	$550	3	$525	$575	$542	21	$400	$525	$461	..	..	..	....	....	....
T	10,562	27	....	..	....	....	....	2	550	550	550	3	525	575	542	21	400	525	461	..	..	..	....	....	....
435. Meadville, Pa. M	.....	..	1,650	..	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	..	..	....	....	....
F	.....	..	....	1	$ 900	$ 900	$ 900	9	540	600	580	2	800	800	800	36	360	540	465	..	..	..	....	....	....
T	10,522	54	....	1	900	900	900	9	540	600	580	2	800	800	800	36	360	540	465	..	..	..	....	....	....
436. Marquette, Mich. M	.....	..	2,200	1	1,250	1,250	1,250	3	800	1,000	933	..	....	....	....	..	....	....	....	..	..	..	....	....	....
F	.....	..	....	..	....	....	....	4	700	800	750	7	500	750	657	28	400	600	496	..	..	4	$250	$550	$388
T	10,328	53	....	1	1,250	1,250	1,250	7	700	1,000	829	7	500	750	657	28	400	600	496	..	..	4	250	550	388
437. Sioux Falls, S. D.	10,293	No data obtainable																							
438. Beaver Falls, Pa. M	.....	..	1,600	1	1,000	1,000	1,000	2	765	765	765	..	....	....	....	..	....	....	....	..	..	..	....	....	....
F	.....	..	....	..	....	....	....	1	765	765	765	4	531	558	545	31	360	486	413	..	..	..	....	....	....
T	10,150	40	....	1	1,000	1,000	1,000	3	765	765	765	4	531	558	545	31	360	486	413	..	..	..	....	....	....
439. Hot Springs, Ark. M	.....	..	2,000	1	900	900	900	2	600	675	638	5	540	720	648	3	720	720	720	..	..	..	....	....	....
F	.....	..	....	..	....	....	....	2	600	600	600	4	540	720	608	22	340	540	416	..	..	..	....	....	....
T	a9,973	41	....	1	900	900	900	4	600	675	619	9	540	720	630	25	340	720	453	..	..	..	....	....	....
440. Bellaire, O	a9,912	No data obtainable																							

a Population in 1900.

TABLE I—*Continued*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
441. Ft. Scott, Kans.	M	....	..	$1,500	1	$1,250	$1,250	$1,250	2	$ 630	$ 765	$ 698	3	$ 520	$ 640	$ 560	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	6	475	475	475	5	520	520	520	40	$400	$400	$400	..	....	..	....	....	....
	T	9,836	58	....	1	1,250	1,250	1,250	8	475	765	531	8	520	640	535	40	400	400	400	..	....	..	....	....	....
442. Sunbury, Pa.	M	....	..	1,200	1	900	900	900	4	630	855	686	1	540	540	540	4	450	540	495	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	..	....	....	....	5	405	540	459	28	315	585	413	..	....	..	....	....	....
	T	9,810	45	....	1	900	900	900	4	630	855	686	6	405	540	473	32	315	585	423	..	....	..	....	....	....
443. Pontiac, Mich.	M	....	..	2,000	1	1,200	1,200	1,200	1	850	850	850	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	5	550	800	640	6	450	500	483	27	340	400	387	1	$500	3	$400	$400	$400
	T	9,769	46	....	1	1,200	1,200	1,200	6	550	850	675	6	450	500	483	27	340	400	387	1	500	3	400	400	400
444. Manchester, Va.		9,715	No data obtainable																							
445. Watertown, Mass.	M	....	..	1,950	1	2,100	2,100	2,100	1	1,000	1,000	1,000	2	1,200	1,400	1,300	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	5	650	850	730	4	600	850	663	28	450	650	552	..	....	..	....	....	....
	T	9,706	46	....	1	2,100	2,100	2,100	6	650	1,000	775	6	600	1,400	875	28	450	650	552	..	....	..	....	....	....
446. Ironwood, Mich.	M	....	..	2,100	1	1,000	1,000	1,000	..	....	....	....	..	....	....	....	1	500	500	500	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	4	700	750	725	4	600	750	638	27	450	550	524	..	....	10	250	550	412
	T	9,705	60	....	1	1,000	1,000	1,000	4	700	750	725	4	600	750	638	28	450	550	523	..	....	10	250	550	412
447. Anniston, Ala.	M	....	..	1,500	..	....	....	....	..	....	....	....	2	585	765	675	1	270	270	270	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	..	....	....	....	2	450	540	495	21	315	450	403	..	....	..	....	....	....
	T	9,695	27	....	..	....	....	....	..	....	....	....	4	450	765	585	22	270	450	397	..	....	..	....	....	....
448. Bloomfield, N. J.	M	....	..	3,000	..	....	....	....	5	750	1,100	850	1	850	850	850	1	600	600	600	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	4	800	850	813	5	650	950	810	39	500	650	538	..	....	5	450	525	500
	T	9,668	67	....	..	....	....	....	a9	750	1,100	833	6	650	950	817	40	500	650	540	..	....	5	450	525	500
449. Jefferson City, Mo		9,664	No data obtainable																							

a Including 1 assistant principal at $1,100.

TABLE I—*Continued*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
450. Adrian, Mich.	M	....	..	$1,600	1	$1,200	$1,200	$1,200	2	$800	$800	$800	..	....	....	....	..	....	....	....	..	....	..	....	....	....	..	....
	F	....	..	....	..	....	....	....	6	500	675	621	4	$ 425	$ 425	$ 425	25	$350	$475	$411	.	....	5	$350	$400	$370	..	....
	T	9,654	46	....	1	1,200	1,200	1,200	8	500	800	666	4	425	425	425	25	350	475	411	..	....	5	350	400	370	..	....
451. Carlisle, Pa.	M	....	..	1,200	1	850	850	850	2	550	600	575	1	650	650	650	4	375	550	506	..	....	..	....	....	....	..	....
	F	....	..	....	..	....	....	....	2	600	700	650	..	....	....	....	23	300	510	389	..	....	..	....	....	....	..	....
	T	9,626	34	....	1	850	850	850	4	550	700	613	1	650	650	650	27	300	550	406	..	....	..	....	....	....	..	....
452. Mattoon, Ill.	M	....	..	1,800	1	1,000	1,000	1,000	2	553	553	553	..	....	....	....	..	....	....	....	..	....	..	....	....	....	..	....
	F	....	..	....	..	....	....	....	5	553	718	586	5	425	510	459	36	340	550	397	..	....	..	....	....	....	..	....
	T	9,622	51	....	1	1,000	1,000	1,000	*a*7	553	718	576	5	425	510	459	36	340	550	397	..	....	..	....	....	....	..	....
453. Plymouth Mass.	M	....	..	2,000	1	1,800	1,800	1,800	..	....	....	....	2	1,000	1,000	1,000	1	900	900	900	..	....	..	....	....	....	..	....
	F	....	..	....	..	....	....	....	5	600	700	650	1	700	700	700	38	320	600	402	..	....	..	....	....	....	..	....
	T	9,592	52	....	1	1,800	1,800	1,800	5	600	700	650	3	700	1,000	900	39	320	900	415	..	....	..	....	....	....	..	....
454. Fargo, N. Dak.		9,589	No data obtainable																									
455. Middletown Conn.	M	....	..	*b*2,750	(*b*)	....	....	....	1	800	800	800	..	....	....	....	..	....	....	....	..	....	..	....	....	....	..	....
	F	....	..	....	..	....	....	....	8	500	675	584	3	500	775	608	21	380	480	441	..	....	..	....	....	....	..	....
	T	9,589	38	....	..	....	....	....	9	500	800	608	3	500	775	608	21	380	480	441	..	....	..	....	....	....	..	....
456. Escanaba Mich.	M	....	..	1,650	..	....	....	....	1	750	750	750	..	....	....	....	1	500	500	500	..	....	..	....	....	....	..	....
	F	....	..	....	1	1,000	1,000	1,000	5	600	700	650	4	600	600	600	34	450	550	465	..	....	..	....	....	....	..	....
	T	9,549	54	....	1	1,000	1,000	1,000	6	600	750	667	4	600	600	600	35	450	550	466	..	....	..	....	....	....	..	....
457. Hudson, N. Y.	M	....	..	*b*1,800	(*b*)	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....	..	....
	F	....	..	....	..	....	....	....	6	500	750	575	1	500	500	500	23	425	575	459	..	....	..	....	....	....	..	....
	T	9.528	33	....	..	....	....	....	6	500	750	575	1	500	500	500	23	425	575	459	..	....	..	....	....	....	..	....

a Including 1 assistant principal at $718.

b Superintendent also principal of high school.

TABLE I—*Continued*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
458. West Chester.. Pa.	M	....	..	$2,250	1	$1,400	$1,400	$1,400	1	$1,000	$1,000	$1,000	1	$1,000	$1,000	$1,000	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	7	650	1,000	864	2	1,000	1,000	1,000	31	$500	$650	$535	..	....	..	...	...	...		
	T	9,524	48	....	1	1,400	1,400	1,400	8	650	1,000	881	3	1,000	1,000	1,000	31	500	650	535	..	....	..	...	...	...		
459. Stevens Point.... Wis..		9,524	No data obtainable																									
460. Huntington.... Ind.	M	....	..	2,000	1	1,200	1,200	1,200	4	775	1,000	831	3	650	900	750	1	548	548	548	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	5	700	800	770	2	600	650	625	31	500	600	538	..	....	..	...	...	...		
	T	9,491	52	....	1	1,200	1,200	1,200	a9	700	1,000	797	b5	600	900	700	32	500	600	538	..	....	..	...	...	...		
461. Natick, Mass..	M	....	..	2,000	1	2,000	2,000	2,000	9	600	1,000	644	2	1,100	1,200	1,150	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	..	....	....	....	..	....	....	....	36	360	432	414	..	....	..	...	...	...		
	T	9,488	50	....	1	2,000	2,000	2,000	a9	600	1,000	644	2	1,100	1,200	1,150	36	360	432	414	..	....	..	...	...	...		
462. Frankfort, Ky..	M	....	..	1,800	1	850	850	850	..	....	....	....	..	....	....	....	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	3	500	500	500	1	600	600	600	16	350	500	405	..	....	2	$250	$400	$325		
	T	9,487	c27	....	1	850	850	850	3	500	500	500	1	600	600	600	16	350	500	405	..	....	2	250	400	325		
463. Waterville, Me.	M	....	..	1,500	1	1,400	1,400	1,400	1	800	800	800	..	....	....	....	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	4	500	500	500	3	500	500	500	36	400	400	400	..	....	..	...	...	...		
	T	9,477	48	....	1	1,400	1,400	1,400	d5	500	800	560	3	500	500	500	36	400	400	400	..	....	..	...	...	...		
464. Amesbury..... Mass.	M	....	..	1,800	1	1,600	1,600	1,600	1	800	800	800	..	....	....	....	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	5	450	650	550	5	488	488	488	20	341	488	392	..	....	..	...	...	...		
	T	9,473	35	....	1	1,600	1,600	1,600	d6	450	800	592	5	488	488	488	20	341	488	392	..	....	..	...	...	...		
465. Olean, N. Y...	M	....	..	2,000	1	1,800	1,800	1,800	..	....	....	....	..	....	....	....	..	...	...	...	..	....	..	...	...	...		
	F	....	..	....	..	....	....	....	6	550	700	650	7	500	900	557	40	375	600	442	..	....	4	425	475	450		
	T	9,462	61	....	1	1,800	1,800	1,800	6	550	700	650	7	500	900	557	40	375	600	442	..	....	4	425	475	450		

a Including 1 assistant principal at $1,000.
b Not including 1 supervisor of primary work at $700.
c Not including colored teachers, not reported.
d Including 1 assistant principal at $800.

TABLE I—*Continued*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
466. Anaconda, Mont.	M	....	..	$2,400	1	$1,200	$1,200	$1,200	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	..	....	..	...	...	...
	T	9,453	45	....	1	1,200	1,200	1,200	(a)	$ 800	$ 920	(a)	(a)	$ 720	$1,000	(a)	(a)	$520	$680	(a)	..	....	..	...	...	...
467. Hackensack, N.J.		9,443	No data obtainable																							
468. Clarksville, Tenn.		9,431	No data obtainable																							
469. Beaumont, Tex.	M	....	..	1,700	1	1,135	1,135	1,135	..	....	....	....	4	450	900	$ 630	1	405	405	$405	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	2	630	630	$ 630	..	....	....	....	38	405	585	520	..	....	..	...	...	...
	T	9,427	47	....	1	1,135	1,135	1,135	2	630	630	630	4	450	900	630	39	405	585	517	..	....	..	...	...	...
470. Waukegan, Ill.	M	....	..	....	1	1,300	1,300	1,300	3	650	700	683	2	1,000	1,100	1,050	...	...	...	...	..	....	..	...	...	...
	F	....	..	1,700	..	....	....	....	2	750	750	750	1	750	750	750	34	300	600	468	..	....	..	...	...	...
	T	9,426	47	....	1	1,300	1,300	1,300	5	650	750	710	3	750	1,100	950	34	300	600	468	..	....	..	...	...	...
471. Carthage, Mo.	M	....	..	2,000	1	1,200	1,200	1,200	1	675	675	675	5	518	765	662	...	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	5	540	675	639	2	585	585	585	28	338	450	396	..	....	..	...	...	...
	T	9,416	46	....	1	1,200	1,200	1,200	6	540	675	645	7	518	765	640	28	338	450	396	..	....	..	...	...	...
472. Traverse City, Mich.	M	....	..	1,800	1	1,200	1,200	1,200	3	540	585	555	1	495	495	495	...	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	6	495	585	555	3	495	540	510	29	360	450	386	..	....	5	$388	$450	$413
	T	9,407	51	....	1	1,200	1,200	1,200	9	495	585	555	4	495	540	506	29	360	450	386	..	....	5	388	450	413
473. Port Jervis, N. Y.	M	....	..	1,800	1	1,200	1,200	1,200	1	1,000	1,000	1,000	2	600	700	650	...	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	4	650	650	650	1	525	525	525	32	400	550	466	..	....	..	...	...	...
	T	9,385	47	....	1	1,200	1,200	1,200	5	650	1,000	720	3	525	700	608	32	400	550	466	..	....	..	...	...	...

a Not reported.

TABLE I—*Continued*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
474. Hutchinson, Kans.	M	....	..	$1,650	1	$ 900	$ 900	$ 900	..	...	...	...	2	$585	$ 585	$585	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	4	$585	$ 585	$585	4	495	585	518	30	$387	$540	$413	..	....	..	...	...	...
	T	9,379	43	....	1	900	900	900	4	585	585	585	6	495	585	540	30	387	540	413	..	....	..	...	...	...
475. Dubois, Pa.	M	....	..	(a)	1	720	720	720	..	...	...	...	2	495	585	540	6	405	450	413	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	4	495	585	540	..	...	...	...	33	383	450	394	..	....	..	...	...	...
	T	9,375	48	....	1	720	720	720	4	495	585	540	2	495	585	540	39	383	450	397	..	....	..	...	...	...
476. Paris, Tex.	M	....	..	2,000	2	600	1,000	800	1	640	640	640	(a)	680	800	(a)	(a)	680	800	(a)	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	(a)	400	720	(a)	1	680	680	680	(a)	200	680	(a)	..	....	..	...	...	...
	T	9,358	58	....	2	600	1,000	800	(a)	400	720	(a)	(a)	680	800	(a)	(a)	200	800	(a)	..	....	..	...	...	...
477. Corsicana, Tex.	M	....	..	1,500	2	630	1,000	815	2	675	675	675	4	630	720	653	1	585	585	585	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	3	675	675	675	..	...	...	...	25	387	540	491	..	....	..	...	...	...
	T	9,313	38	....	2	630	1,000	815	5	675	675	675	4	630	720	653	26	387	585	495	..	....	..	...	...	...
478. Frederick, Md.	M	....	..	(a)	1	900	900	900	1	500	500	500	1	450	450	450	3	195	264	241	..	....	..	...	...	...
	F	....	..	....	1	1,000	1,000	1,000	19	234	450	298	..	...	...	...	7	150	300	216	..	....	..	...	...	...
	T	9,296	33	....	2	900	1,000	950	20	234	500	309	1	450	450	450	10	150	300	224	..	....	..	...	...	...
479. Wakefield, Mass.	M	....	..	1,665	1	2,000	2,000	2,000	3	700	1,100	833	1	700	700	700	1	500	500	500	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	6	500	850	667	5	600	1,000	730	40	380	600	468	..	....	..	...	...	...
	T	9,290	66	....	1	2,000	2,000	2,000	9	500	1,100	722	6	600	1,000	725	41	380	600	469	..	....	..	...	...	...
480. Ft. Madison, Ia.	M	....	..	1,400	1	900	900	900	..	...	...	...	3	675	675	675	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	3	540	540	540	3	491	540	524	21	270	450	394	..	....	..	...	...	...
	T	9,278	30	....	1	900	900	900	3	540	540	540	4	491	675	562	21	270	450	394	..	....	..	...	...	...
481. Iron Mountain, Mich.	M	....	..	2,500	1	1,100	1,100	1,100	3	665	760	713	1	713	713	713	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	4	665	808	701	4	618	618	618	47	428	570	502	..	....	..	...	...	...
	T	9,242	62	....	1	1,100	1,100	1,100	7	665	808	706	5	618	713	637	47	428	570	502	..	....	..	...	...	...

a Not reported.

TABLE I—*Continued*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
482. Middletown....	M	....	..	$1,800	1	$1,000	$1,000	$1,000	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....	..	....
O.	F	....	..	....	..	....	....	....	(a)	$ 600	$ 750	(a)	..	....	....	....	(a)	$350	$500	(a)	..	....	..	....	....	....	..	....
	T	9,215	45	....	1	1,000	1,000	1,000	(a)	600	750	(a)	..	....	....	....	(a)	350	500	(a)	..	....	..	....	....	....	..	....
483. Oskaloosa, Ia..	M	....	..	1,700	1	1,000	1,000	1,000	2	585	585	$ 585	3	$ 630	$ 630	$ 630	..	....	....	....	..	....	5	$360	$432	$398	..	....
	F	....	..	....	..	....	....	....	7	540	630	585	2	630	630	630	34	360	450	$418	..	....	5	360	432	398	..	....
	T	9,212	56	....	1	1,000	1,000	1,000	9	540	630	585	5	630	630	630	34	360	450	418	..	....	5	360	432	398	..	....
484. Webb City, Mo.	M	....	..	1,200	1	900	900	900	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....	..	....
	F	....	..	....	..	....	....	....	5	540	540	540	3	495	495	495	23	338	540	398	..	....	..	....	....	....	..	....
	T	9,201	35	....	1	900	900	900	5	540	540	540	3	495	495	495	23	338	540	398	..	....	..	....	....	....	..	....
485. Phoenixville....	M	....	..	1,300	1	760	760	760	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....	..	....
Pa.	F	....	..	....	..	....	....	....	5	475	570	494	3	428	475	459	21	333	428	405	..	....	..	....	....	....	..	....
	T	9,196	31	....	1	760	760	760	b5	475	570	494	3	428	475	459	21	333	428	405	..	....	..	....	....	....	..	....
486. Batavia, N.Y...	M	....	..	2,000	1	1,400	1,400	1,400	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....	..	....
	F	....	..	....	..	....	....	....	5	500	600	580	..	....	....	....	36	350	500	440	..	....	..	....	....	....	..	....
	T	9,180	45	....	1	1,400	1,400	1,400	5	500	600	580	..	....	....	....	..	....	....	....	..	....	..	....	....	....	..	....
487. Keene, N. H...	M	....	..	1,600	1	1,700	1,700	1,700	1	900	900	900	1	850	850	850	..	....	....	....	..	....	(e)	(a)	(a)	(a)	..	....
	F	....	..	....	..	....	....	....	5	600	650	630	..	....	....	....	d34	208	396	313	..	....	(e)	(a)	(a)	(a)	..	....
	T	9,165	48	....	1	1,700	1,700	1,700	c6	600	900	675	1	850	850	850	d34	208	396	313	..	....	(e)	(a)	(a)	(a)	..	....
488. Pasadena, Calif.	M	....	..	2,400	1	1,300	1,300	1,300	1	1,000	1,000	1,000	3	1,000	1,000	1,000	..	....	....	....	..	....	..	....	....	....	..	....
	F	....	..	....	..	....	....	....	14	810	1,100	903	2	1,000	1,000	1,000	53	675	720	678	..	....	12	450	540	488	..	....
	T	9,117	93	....	1	1,300	1,300	1,300	f15	810	1,100	910	5	1,000	1,000	1,000	53	675	720	678	..	....	12	450	540	488	..	....
489. Champaign....	M	....	..	1,900	..	....	....	....	3	720	720	720	..	....	....	....	..	....	....	....	..	....	..	....	....	....	..	....
Ill.	F	....	..	....	1	1,350	1,350	1,350	6	720	720	720	5	495	540	513	26	450	450	450	..	....	..	....	....	....	..	....
	T	9,098	46	....	1	1,350	1,350	1,350	9	720	720	720	5	495	540	513	26	450	450	450	..	....	..	....	....	....	..	....

a Not reported.
b Including 1 assistant principal at $570.
c Including 1 assistant principal at $900.
d Including kindergarten teachers, number not reported.
e Included in elementary teachers.
f Including 1 assistant principal at $1,100.

TABLE I—*Continued*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
490. Newbern, N.C.	M	....	..	$1,100	1	$ 600	$ 600	$ 600	..	...	...	...	1	$ 320	$ 320	$ 320	2	$240	$240	$240	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	1	$400	$400	$400	..	....	....	....	19	240	300	281	..	....	..	...	...	...
	T	9,090	25	....	1	600	600	600	1	400	400	400	1	320	320	320	21	240	300	277	..	....	..	...	...	...
491. Brunswick, Ga.	M	....	..	2,100	1	1,500	1,500	1,500	..	...	...	...	(a)	1,200	1,200	1,200	(a)	800	800	800	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	..	...	...	...	..	....	....	....	(a)	400	800	(a)	..	....	..	...	...	...
	T	9,081	52	....	1	1,500	1,500	1,500	..	...	...	...	(a)	1,200	1,200	1,200	(a)	400	800	(a)	..	....	..	...	...	...
492. N. Tonawanda, N. Y.	M	....	..	1,800	1	1,200	1,200	1,200	..	...	...	...	4	600	700	638	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	5	650	700	680	1	600	600	600	30	360	550	462	..	....	4	$360	$475	$428
	T	9,069	54	....	1	1,200	1,200	1,200	5	650	700	680	5	600	700	630	30	360	550	462	..	....	4	360	475	428
493. Duquesne, Pa.	M	....	..	1,600	1	900	900	900	..	...	...	...	..	....	....	....	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	2	720	720	720	3	720	720	720	48	360	540	492	..	....	..	...	...	...
	T	9,036	57	....	1	900	900	900	2	720	720	720	3	720	720	720	48	360	540	492	..	....	..	...	...	...
494. Cortland, N.Y.	M	....	..	b2,000	(b)	....	....	....	..	...	...	...	..	....	....	....	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	5	550	650	570	..	....	....	....	25	400	500	454	..	....	..	...	...	...
	T	9,014	33	....	..	....	....	....	5	550	650	570	..	....	....	....	25	400	500	454	..	....	..	...	...	...
495. Lancaster, O.		8,991	No data obtainable																							
496. Alliance, O.	M	....	..	1,900	1	1,300	1,300	1,300	1	700	700	700	5	650	750	670	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	2	600	700	650	..	....	....	....	27	300	650	452	..	....	..	...	...	...
	T	8,974	40	....	1	1,300	1,300	1,300	3	600	700	667	5	650	750	670	27	300	650	452	..	....	..	...	...	...
497. Lincoln, Ill.	M	....	..	1,800	1	1,000	1,000	1,000	1	700	700	700	3	550	650	583	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	3	650	700	667	3	500	700	567	28	425	600	451	..	....	..	...	...	...
	T	8,962	41	....	1	1,000	1,000	1,000	4	650	700	675	6	500	700	575	28	425	600	451	..	....	..	...	...	...

a Not reported.

b Superintendent also principal of high school.

TABLE I—*Continued*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools: Principals: No.	High Schools: Principals: Yearly Salary: Min.	Max.	Av.	High Schools: Teachers: No.	Yearly Salary: Min.	Max.	Av.	Elementary Schools: Principals: No.	Yearly Salary: Min.	Max.	Av.	Elementary Schools: Teachers: No.	Yearly Salary: Min.	Max.	Av.	Kindergartens: Directors: No.	Yearly Salary	Teachers: No.	Yearly Salary: Min.	Max.	Av.
498. Willimantic, Conn.	M	....	..	(*a*)	1	$1,900	$1,900	$1,900	1	$ 750	$ 750	$ 750	2	$1,200	$1,300	$1,250	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	4	600	650	638	..	....	....	....	29	$320	$600	$455	..	....	..	....	....	....
	T	8,937	43	....	1	1,900	1,900	1,900	5	600	750	660	2	1,200	1,300	1,250	29	320	600	455	..	....	..	....	....	....
499. Lincoln, R. I.		8,937	No data obtainable																							
500. Cumberland, R. I.	M	....	..	$1,200	1	1,000	1,000	1,000	..	....	....	....	2	825	825	825	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	3	300	600	467	5	480	550	522	30	400	520	454	..	....	..	....	....	....
	T	8,925	42	....	1	1,000	1,000	1,000	3	300	600	467	7	480	825	609	30	400	520	454	..	....	..	....	....	....
501. Sharon, Pa.	M	....	..	1,600	..	....	....	....	1	900	900	900	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	1	945	945	945	2	675	675	675	7	585	685	614	34	405	585	434	..	....	..	....	....	....
	T	8,916	47	....	1	945	945	945	3	675	900	750	7	585	685	614	34	405	585	434	..	....	..	....	....	....
502. Berlin, N. H.	M	....	..	1,500	1	1,100	1,100	1,100	..	....	....	....	(*a*)	(*a*)	(*a*)	(*a*)	(*a*)	700	700	700	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	1	650	650	650	(*a*)	(*a*)	(*a*)	(*a*)	(*a*)	325	600	(*a*)	..	....	..	....	....	....
	T	8,886	30	....	1	1,100	1,100	1,100	1	650	650	650	(*a*)	(*a*)	(*a*)	(*a*)	(*a*)	325	700	(*a*)	..	....	..	....	....	....
503. Boone, Iowa	M	....	..	1,800	1	810	810	810	2	608	698	653	1	563	563	563	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	5	540	585	563	4	563	563	563	44	360	518	425	..	....	..	....	....	....
	T	8,880	58	....	1	810	810	810	7	540	698	588	5	563	563	563	44	360	518	425	..	....	..	....	....	....
504. Long Branch, N. J.	M	....	..	*b*3000	(*b*)	....	....	....	3	1,000	1,400	1,133	4	800	1,300	975	..	....	....	....	..	....	4	$450	$550	$519
	F	....	..	....	..	....	....	....	7	500	900	771	1	800	800	800	46	450	700	555	..	....				
	T	8,872	71	....	..	....	....	....	*c*10	500	1,400	880	5	800	1,300	940	46	450	700	555	..	....	4	450	550	519
505. Chambersburg Pa.	M	....	..	1,000	1	720	720	720	..	....	....	....	3	495	522	513	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	3	450	585	525	3	450	522	474	26	315	405	341	..	....	..	....	....	....
	T	8,864	37	....	1	720	720	720	3	450	585	525	6	450	522	494	26	315	405	341	..	....	..	....	....	....

a Not reported.

b Superintendent also principal of high school.

c Including 1 assistant principal at $1,400.

TABLE I—*Continued*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens							
					Principals				Teachers				Principals				Teachers				Directors		Teachers					
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary				
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.		
506. Webster, Mass.	M	....	..	$1,800	1	$1,200	$1,200	$1,200	1	$600	$ 600	$600	..	...	...	...	..	....	....	....	..	....	..	....	....	....	....	....
	F	....	..	....	..	....	....	....	2	600	600	600	1	$500	$500	$500	14	$400	$560	$452	..	....	4	$360	$440	$410		
	T	8,804	26	....	1	1,200	1,200	1,200	3	600	600	600	1	500	500	500	14	400	560	452	..	....	4	360	440	410		
507. Elyria, O.	M	....	..	2,000	1	1,050	1,050	1,050	2	650	700	675	..	...	...	...	..	....	....	....	..	....	..	....	....	....	....	....
	F	....	..	....	..	....	....	....	7	550	750	636	..	...	...	...	30	325	550	423	..	....	..	....	....	....		
	T	8,791	45	....	1	1,050	1,050	1,050	9	550	750	644	..	...	...	...	30	325	550	423	..	....	..	....	....	....		
508. Selma, Ala.	M	....	..	*a*1,100	(*a*)	....	....	....	..	...	...	...	3	640	800	707	..	....	....	....	..	....	..	....	....	....	....	....
	F	....	..	....	..	....	....	....	3	800	800	800	..	...	...	...	20	280	800	496	..	....	..	....	....	....		
	T	8,713	27	....	..	....	....	....	3	800	800	800	3	640	800	707	20	280	800	496	..	....	..	....	....	....		
509. Owosso, Mich.	M	....	..	1,600	1	1,000	1,000	1,000	3	500	800	683	1	600	600	600	..	....	....	....	..	....	..	....	....	....	....	....
	F	....	..	....	..	....	....	....	5	500	600	550	2	550	550	550	31	320	400	391	..	....	..	....	....	....		
	T	8,696	46	....	1	1,000	1,000	1,000	8	500	800	600	3	550	600	567	31	320	400	391	..	....	..	....	....	....		
510. Xenia, O.	M	....	..	2,000	2	1,200	1,300	1,250	1	800	800	800	..	...	...	...	..	....	....	....	..	....	..	....	....	....	....	....
	F	....	..	....	..	....	....	....	7	650	1,000	800	5	550	650	630	29	400	500	438	..	....	..	....	....	....		
	T	8,696	46	....	2	1,200	1,300	1,250	8	650	1,000	800	5	550	650	630	29	400	500	438	..	....	..	....	....	....		
511. St. Cloud, Minn	M	....	..	1,900	..	....	....	....	..	...	....	...	2	720	810	765	..	....	....	....	..	....	..	....	....	....	....	....
	F	....	..	....	1	900	900	900	..	...	....	...	3	360	630	510	30	360	540	(*b*)	..	....	..	....	....	....		
	T	8,663	39	....	1	900	900	900	..	...	....	...	5	360	810	612	30	360	540	(*b*)	..	....	..	....	....	....		
512. Wabash, Ind.	M	....	..	....	1	1,200	1,200	1,200	2	585	650	618	..	...	...	...	..	....	....	....	..	....	..	....	....	....	....	....
	F	....	..	1,800	..	....	....	....	7	585	700	604	5	630	630	630	26	495	495	495	..	....	..	....	....	....		
	T	8,618	55	....	1	1,200	1,200	1,200	9	585	700	607	5	630	630	630	*c*26	495	495	495	..	....	..	....	....	....		
513. Arlington, Mass	M	....	..	2,500	1	2,400	2,400	2,400	..	...	....	...	..	...	...	...	..	....	....	....	..	....	..	....	....	....	....	....
	F	....	..	....	..	....	....	....	5	700	800	720	3	850	850	850	36	600	750	608	..	....	..	....	....	....		
	T	8,603	51	....	1	2,400	2,400	2,400	5	700	800	720	3	850	850	850	36	600	750	608	..	....	..	....	....	....		

a Superintendent also principal of high school. *b* Not reported. *c* Not including 11 teachers in 3d and 4th grades, with salaries based on license, amount not reported.

TABLE I—*Continued*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools							Elementary Schools								Kindergartens					
					Principals				Teachers											Directors		Teachers			
						Yearly Salary				Yearly Salary			Yearly Salary				Yearly Salary				Yearly Salary			Yearly Salary		
					No.	Min.	Max.	Av.	No.	Min.	Max.	Av.	No.	Min.	Max.	Av.	No.	Min.	Max.	Av.	No.	Yearly Salary	No.	Min.	Max.	Av.
514. Washington.... Ind.	M	....	..	$1,500	1	$ 900	$ 900	$ 900	4	$750	$750	$750	2	$ 675	$ 675	$ 675	4	$455	$491	$479	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	1	750	750	750	..	....	....	....	23	437	500	480	..	....	..	....	....	....
	T	8,551	37	....	1	900	900	900	5	750	750	750	2	675	675	675	27	437	500	480	..	....	..	....	....	....
515. Danvers, Mass.	M	....	..	1,500	1	1,600	1,600	1,600	1	800	800	800	2	1,100	1,150	1,125	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	7	400	800	600	2	600	700	650	30	300	500	437	..	....	..	....	....	....
	T	8,542	46	....	1	1,600	1,600	1,600	8	400	800	625	4	600	1,150	888	30	300	500	437	..	....	..	....	....	....
516. Stonington.... Conn.	M	....	..	(*a*)	..	....	....	....	..	....	....	....	..	....	....	....	(*a*)	(*a*)	(*a*)	(*a*)	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	..	....	....	....	..	....	....	....	(*a*)	(*a*)	(*a*)	(*a*)	..	....	..	....	....	....
	T	8,540	46	....	(*a*)	(*a*)	(*a*)	(*a*)	(*a*)	(*a*)	(*a*)	(*a*)	(*a*)	(*a*)	(*a*)	(*a*)	46	(*a*)	(*a*)	*b*371	..	....	..	....	....	....
517. Merrill, Wis.....		8,537	No data obtainable																							
518. Warren, O.....	M	....	..	2,400	1	1 700	1,700	1,700	2	713	800	756	2	700	800	750	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	7	550	775	671	1	725	725	725	36	361	575	489	..	....	..	....	....	....
	T	8,529	52	....	1	1.700	1,700	1,700	9	550	800	690	3	700	800	742	36	361	575	489	..	....	..	....	....	....
519. Annapolis, Md..	M	....	..	*c*750	(*c*)	....	....	....	..	....	....	....	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	2	300	300	300	1	450	450	450	15	300	300	300	..	....	..	....	....	....
	T	8,525	21	....	..	....	....	....	2	300	300	300	1	450	450	450	15	300	300	300	..	....	..	....	....	....
520. Rochester, N.H	M	....	..	1,400	1	1.100	1,100	1,100	1	600	600	600	..	....	....	....	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	2	500	650	575	..	....	....	....	28	333	400	369	..	....	..	....	....	....
	T	8,466	35	....	1	1,100	1,100	1,100	3	500	650	583	..	....	....	....	28	333	400	369	..	....	..	....	....	....
521. Peru, Ind.....	M	....	..	1,700	1	1,000	1,000	1,000	3	540	810	690	2	540	540	540	1	495	495	495	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	3	495	720	585	3	540	540	540	32	350	495	467	..	....	..	....	....	....
	T	8,463	47	....	1	1,000	1,000	1,000	6	495	810	638	5	540	540	540	33	350	495	467	..	....	..	....	....	....

a Not reported.

b Average for all principals and teachers in town.

c Superintendent also principal of high school.

TABLE I—*Continued*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
522. Barre, Vt.	M	....	..	a$1,900	(a)	....	....	....	1	$1,000	$1,000	$1,000	..	...	...	...	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	4	450	600	513	..	...	...	...	34	$396	$396	$396	..	....	..	...	...	...
	T	8,448	43	....	..	....	....	....	5	450	1,000	610	..	...	...	...	34	396	396	396	..	....	..	...	...	...
523. Fremont, O.	M	....	..	1,700	1	$1,000	$1,000	$1,000	2	720	810	765	1	$675	$675	$675	1	405	405	405	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	2	630	720	675	..	...	...	...	22	270	585	395	..	....	6	$225	$405	$285
	T	8,439	37	....	1	1,000	1,000	1,000	4	630	810	720	1	675	675	675	23	270	585	395	..	....	6	225	405	285
524. Watertown, Wis.	M	....	..	a1,700	(a)	....	....	....	2	650	1,100	875	..	...	...	...	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	3	550	750	633	3	600	600	600	19	250	600	383	..	....	..	...	...	...
	T	8,437	29	....	..	....	....	....	5	550	1,100	730	3	600	600	600	19	250	600	383	..	....	..	...	...	...
525. Plattsburg, N. Y.	M	....	..	2,000	1	1,000	1,000	1,000	..	....	....	....	..	...	...	...	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	6	500	1,000	667	6	600	850	667	28	350	850	444	..	....	3	350	400	383
	T	8,434	48	....	1	1,000	1,000	1,000	6	500	1,000	667	6	600	850	667	28	350	850	444	..	....	3	35	400	383
526. Pekin, Ill.		8,420	No data obtainable																							
527. Kewanee, Ill.	M	....	..	1,700	1	1,200	1,200	1,200	3	630	675	645	(b)	(b)	(b)	(b)	1	495	495	495	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	3	630	675	645	(b)	(b)	(b)	(b)	(b)	270	495	(b)	..	....	..	...	...	...
	T	8,382	62	....	1	1,200	1,200	1,200	6	630	675	645	(b)	(b)	(b)	(b)	(b)	270	495	(b)	..	....	..	...	...	...
528. Astoria, Ore.	M	....	..	a1,250	(a)	....	....	....	1	650	650	650	3	650	800	750	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	2	720	720	720	1	750	750	750	23	375	585	487	..	....	..	...	...	...
	T	8,381	31	....	..	....	....	....	3	650	720	697	4	650	800	750	23	375	585	487	..	....	..	...	...	...
529. Torrington, Conn.	M	....	..	a2,500	(a)	....	....	....	1	850	850	850	..	...	...	...	..	...	...	...	..	....	..	...	...	...
	F	....	..	....	..	....	....	....	10	425	700	542	4	550	600	588	43	280	475	396	..	....	..	...	...	...
	T	8,360	63	....	..	....	....	....	11	425	850	570	4	550	600	588	43	280	475	396	..	....	..	...	...	...

a Superintendent, also principal of high school.

b Not reported.

TABLE I—*Continued*

City	Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
				Principals				Teachers				Principals				Teachers				Directors		Teachers			
				No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
					Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
530. Palestine, Tex....	8,297	No data obtainable																							
531. Ware, Mass.... M	....	..	$2,000	1	$1,500	$1,500	$1,500	1	$600	$600	$600	..	...	...	...	1	$850	$850	$850	..	....	..	...	...	...
F	....	..	....	..	....	....	....	4	600	750	638	..	...	...	...	28	360	700	430	..	....	..	...	...	...
T	8,263	38	....	1	1,500	1,500	1,500	5	600	750	630	..	...	...	...	29	360	850	444	..	....	..	...	...	...
532. Titusville, Pa.... M	....	..	2,100	1	1,400	1,400	1,400	2	665	900	783	..	....	....	....	..	...	...	...	..	....	..	...	...	...
F	....	..	....	..	....	....	....	4	570	713	606	4	$570	$570	$570	32	428	428	428	..	....	..	...	...	...
T	8,244	47	....	1	1,400	1,400	1,400	6	570	900	665	4	570	570	570	32	428	428	428	..	....	..	...	...	...
533. Cambridge, O.. M	....	..	1,600	1	810	810	810	1	585	585	585	1	540	540	540	..	...	...	...	..	....	..	...	...	...
F	....	..	....	..	....	....	....	2	495	495	495	3	450	450	450	32	270	405	366	..	....	..	...	...	...
T	8,241	42	....	1	810	810	810	3	495	585	525	4	450	540	473	32	270	405	366	..	....	..	...	...	...
534. Bowling Green. M	....	..	1,800	..	....	....	....	..	...	...	...	1	825	825	825	4	425	450	438	..	....	..	...	...	...
Ky. F	....	..	....	..	....	....	....	..	...	...	...	2	525	600	563	16	400	500	444	..	....	..	...	...	...
T	8,226	25	....	..	....	....	....	..	...	...	...	3	525	825	650	20	400	500	443	..	....	..	...	...	...
535. Emporia, Kan.. M	....	..	1,600	1	900	900	900	2	585	675	630	1	495	495	495	..	...	...	...	..	....	..	...	...	...
F	....	..	....	..	....	....	....	3	585	675	615	7	495	525	503	31	450	495	465	..	....	..	...	...	...
T	8,223	48	....	1	900	900	900	5	585	675	621	8	495	525	502	31	450	495	465	..	....	..	...	...	...
536. Laramie, Wyo....	8,207	No data obtainable																							
537. Rockland, Me.. M	....	..	1,100	1	1,500	1,500	1,500	1	800	800	800	..	...	...	...	..	...	...	...	..	....	..	...	...	...
F	....	..	....	..	....	....	....	3	525	550	542	..	...	...	...	31	275	400	363	..	....	..	..	...	...
T	8,150	38	....	1	1,500	1,500	1,500	a4	525	800	604	..	...	...	...	31	275	400	363	..	....	..	.	...	...

a Including 1 assistant principal at $800.

TABLE I—*Continued*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
538. Columbus, Ind.	M	....	..	$1,800	1	$1,000	$1,000	$1,000	2	$ 585	$ 720	$ 653	..	...	...	...	8	$540	$720	$583	..	...	..	...	...	...
	F	....	..	....	..	....	....	....	5	450	765	639	..	...	...	...	32	405	630	485	..	...	3	$360	$450	$390
	T	8130	55	....	1	1,000	1,000	1,000	7	450	765	643	..	...	...	...	40	405	720	505	..	...	3	360	450	390
539. Chippewa Falls, Wis.	M	....	..	1,850	1	810	810	810	1	630	630	630	1	$585	$585	$585	3	450	540	510	..	...	..	...	...	...
	F	....	..	....	..	....	....	....	4	675	675	675	..	...	...	...	29	383	473	436	..	...	..	...	...	...
	T	8,094	43	....	1	810	810	810	5	630	675	666	1	585	585	585	32	383	540	443	..	...	..	...	...	...
540. Tyler, Tex.	M	....	..	1,500	1	1,000	1,000	1,000	1	675	675	675	5	450	900	684	..	...	...	....	..	...	..	...	...	...
	F	....	..	....	..	....	....	....	2	540	540	540	..	...	...	...	24	315	450	390	..	...	..	...	...	...
	T	8,069	34	....	1	1,000	1,000	1,000	3	540	675	585	5	450	900	684	24	315	450	390	..	...	..	...	...	...
541. Huntsville, Ala.	M	....	..	1,200	..	....	....	....	1	540	540	540	..	...	...	...	..	...	...	...	..	...	..	...	...	...
	F	....	..	....	..	....	....	....	2	360	360	360	..	...	...	...	9	360	360	360	..	...	..	...	...	...
	T	8,068	13	....	..	....	....	....	3	360	540	420	..	...	...	...	9	360	360	360	..	...	..	...	...	...
542. Wellston, O.	M	....	..	1,350	1	900	900	900	..	...	....	...	2	650	650	650	4	360	450	383	..	...	..	...	...	...
	F	....	..	....	..	....	....	....	1	540	540	540	..	...	...	...	27	315	650	344	..	...	..	...	...	...
	T	8,045	37	....	1	900	900	900	1	540	540	540	2	650	650	650	31	315	650	349	..	...	..	...	...	...
543. Warren, Pa.	M	....	..	*a*2,250	(*a*)	....	....	....	5	675	1,000	836	1	857	857	857	..	...	...	....	..	...	..	...	...	...
	F	....	..	....	..	....	....	....	3	630	855	744	5	405	558	491	33	333	513	378	..	...	..	...	...	...
	T	8,043	52	....	..	....	....	....	8	630	1,000	801	6	405	857	552	33	333	513	378	..	...	..	...	...	..
544. Laconia, N.H.	M	....	..	1,250	1	1,200	1,200	1,200	1	700	700	700	..	...	...	...	..	...	...	....	..	...	..	...	...	..
	F	....	..	....	..	....	....	....	3	600	600	600	..	...	...	...	28	360	540	385	..	...	..	...	...	...
	T	8,042	37	....	1	1,200	1,200	1,200	4	600	700	625	..	...	...	...	28	360	540	385	..	...	..	...	...	...
545. Danville, Pa.	M	....	..	1,200	1	900	900	900	1	630	630	630	2	595	595	595	..	...	...	....	..	...	..	...	...	...
	F	....	..	....	..	....	....	....	2	495	700	598	..	...	...	...	23	315	540	377	..	...	..	...	...	...
	T	8,042	31	....	1	900	900	900	3	495	700	608	2	595	595	595	23	315	540	377	..	...	..	...	...	...

a Superintendent also principal of high school.

TABLE I—*Concluded*

City		Population 1900	No. of Teachers and Supervising Officers	Yearly Salary of Supt.	High Schools								Elementary Schools								Kindergartens					
					Principals				Teachers				Principals				Teachers				Directors		Teachers			
					No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary			No.	Yearly Salary	No.	Yearly Salary		
						Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.				Min.	Max.	Av.
546. Moberly, Mo.	M	....	..	$1,500	1	$ 900	$ 900	$ 900	2	$ 585	$ 720	$ 653	4	$ 540	$ 630	$ 585	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	3	495	495	495	1	495	495	495	26	$300	$405	$351	..	....	..	....	....	....
	T	8,012	41	....	1	900	900	900	5	495	720	558	5	495	630	567	26	300	405	351	..	....	..	....	....	....
547. Cripple Creek Colo.	M	....	..	2,250	1	1,350	1,350	1,350	2	1,080	1,080	1,080	3	1,200	1,200	1,200	..	....	....	....	..	....	..	....	....	....
	F	....	..	....	..	....	....	....	3	1,080	1,080	1,080	..	....	....	....	34	600	810	736	..	....	..	....	....	....
	T	*a*7,000	44	....	1	$1,350	$1,350	$1,350	5	$1,080	$1,080	$1,080	3	$1,200	$1,200	$1,200	34	$600	$810	$736	..	....	..	....	....	....

a Population Census Bureau estimate of 1903.

TABLE II.—CLASSIFIED YEARLY SALARIES OF TEACHERS (NOT INCLUDING PRINCIPALS) IN HIGH SCHOOLS

City		Number of High School Teachers (not including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
1. New York, N. Y.	M	..	..	..	..	..	..	..	..	..	..	3	5	2	6	2	8	17	25	24	34	42	129	297	$1,987
	F	..	..	..	..	..	7	4	6	2	1	2	2	24	21	28	34	75	33	20	18	58	11	346	1,544
	T	..	..	..	..	..	7	4	6	2	1	5	7	26	27	30	42	92	58	44	52	100	140	643	1,749
2. Chicago, Ill.	M	..	..	..	..	..	..	..	..	..	1	3	1	9	36	5	9	34	2	..	7	8	38	153	1,541
	F	..	..	..	..	..	..	1	..	2	4	10	4	23	53	7	7	46	2	..	4	4	21	188	1,369
	T	..	..	..	..	..	..	1	..	2	5	13	5	32	89	12	16	80	4	..	11	12	59	a341	1,446
3. Philladephia, Pa.	M	..	..	..	..	..	..	..	1	..	2	..	1	1	1	6	7	2	5	1	12	..	64	103	2,107
	F	..	..	11	2	3	2	2	21	1	..	..	57	11	4	4	..	5	..	..	..	..	1	124	978
	T	..	..	11	2	3		2	22	1	2	..	58	12	5	10	7	7	5	1	12	..	65	b227	1,491
4. St. Louis, Mo.	M	..	..	..	..	..	..	..	..	..	..	..	2	1	27	7	3	2	1	..	5	..	7	55	1,424
	F	..	..	..	1	4	4	1	4	..	..	..	11	..	10	..	5	9	..	..	2	..	..	51	1,159
	T	..	..	..	1	4	4	1	4	..	..	..	13	1	37	7	8	11	1	..	7	..	7	c106	1,296
5. Boston, Mass.	M	..	..	..	..	1	..	..	..	..	1	..	..	4	..	2	1	6	4	3	3	5	72	102	2,406
	F	..	..	..	..	..	..	..	..	..	1	7	12	15	9	2	27	8	38	..	1	..	1	121	1,386
	T	..	..	..	..	1	..	..	..	..	2	7	12	19	9	4	28	14	42	3	4	5	73	d223	1,853
6. Baltimore, Md.	M	1	..	..	2	..	1	1	4	..	3	..	6	..	11	..	1	5	..	1	3	..	11	50	1,329
	F	..	1	..	2	..	1	1	1	..	38	..	4	..	..	..	..	..	..	..	..	..	..	48	880
	T	1	1	..	4	..	2	2	5	..	41	..	10	..	11	..	1	5	..	1	3	..	11	e98	1,109
7. Cleveland, O.	M	..	..	..	..	..	..	..	..	..	..	..	5	7	11	16	9	5	10	4	..	2	6	75	1,407
	F	..	..	..	..	..	..	..	..	..	..	..	12	5	17	15	9	3	..	5	..	1	..	67	1,267
	T	..	..	..	..	..	..	..	..	..	..	..	17	12	28	31	18	8	10	9	..	3	6	f142	1,341
8. Buffalo, N.Y.	M	..	..	..	1	..	..	..	..	..	..	..	3	..	3	4	2	1	5	..	..	..	..	19	1,305
	F	6	1	4	1	5	6	6	6	10	21	..	2	2	3	..	..	2	..	..	..	..	..	75	815
	T	6	1	4	2	5	6	6	6	10	21	..	5	2	6	4	2	3	5	..	..	..	..	94	914

a Including 1 assistant principal at $2,400. *b* Including 10 heads of departments at $3,000. *c* Including 1 assistant principal at $2,472. *d* Including 2 assistant principals at $1,836 and $2,040, average $1,938. *e* Including 3 assistant principals at $1,500 to $2,200, average $1,800. *f* Including 10 assistant principals at $1,700 to $2,100, average $1,880.

TABLE II—*Continued*

City		Number of High School Teachers (not including Principals) Receiving a Yearly Salary of—																					Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
9. San Francisco, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	3	1	..	3	13	..	13	..	..	34	$1,641
	F	..	..	..	..	..	1	..	..	..	..	..	13	..	5	..	2	1	15	..	5	..	..	42	1,409
	T	..	..	..	..	..	1	..	..	..	..	..	14	..	8	1	2	4	28	..	18	..	..	76	1,513
10. Pittsburg, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	4	..	..	..	..	6	..	..	9	2	..	21	1,571
	F	..	..	..	..	..	..	..	..	..	..	..	39	..	..	..	..	2	..	..	1	1	..	43	1,063
	T	..	..	..	..	..	..	..	..	..	..	..	43	..	..	..	..	8	..	..	10	3	..	64	1,230
11. Cincinnati, O.	M	..	..	..	..	..	..	..	1	..	..	..	..	1	2	..	..	..	3	2	1	..	12	22	1,755
	F	..	..	..	..	..	1	..	2	..	..	..	..	1	38	..	..	..	..	..	..	..	..	42	1,167
	T	..	..	..	..	..	1	..	3	..	..	..	..	2	40	..	..	..	3	2	1	..	12	64	1,369
12. Milwaukee, Wis.	M	..	..	..	..	..	..	..	..	2	2	..	4	2	7	1	2	2	1	2	..	..	..	25	1,226
	F	..	..	..	..	..	1	1	1	..	14	..	9	5	3	2	..	..	..	..	..	..	..	36	993
	T	..	..	..	..	..	1	1	1	2	16	..	13	7	10	3	2	2	1	2	..	..	..	61	1,089
13. Detroit, Mich.	M	..	..	..	..	..	2	1	..	..	2	..	12	2	6	..	..	7	1	1	..	..	..	34	1,171
	F	..	..	..	..	..	2	1	1	1	2	9	41	10	1	..	3	..	..	..	..	..	..	71	1,040
	T	..	..	..	..	..	4	2	1	1	4	9	53	12	7	..	3	7	1	1	..	..	..	105	1,082
14. New Orleans, La.	M	..	..	..	..	..	..	..	..	..	..	..	..	8	2	1	..	..	..	..	..	..	..	11	1,170
	F	..	..	3	..	6	..	14	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	25	747
	T	..	..	3	..	6	..	14	..	..	..	..	2	8	2	1	..	..	..	..	..	..	..	a36	876
15. Washington, D.C.	M	..	2	..	10	7	4	1	12	6	4	7	14	..	12	1	..	3	..	..	..	..	..	83	896
	F	..	3	1	11	9	10	15	13	9	12	4	23	1	7	..	..	1	..	..	..	..	..	119	839
	T	..	5	1	21	16	14	16	25	15	16	11	37	1	19	1	..	4	..	..	..	..	..	[illegible]	862
16. Newark, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	1	..	1	..	13	17	1,988
	F	..	..	..	..	..	..	..	..	..	1	..	2	2	21	..	1	..	2	..	..	..	..	29	1,203
	T	..	..	..	..	..	..	..	..	..	1	..	2	2	21	1	2	..	3	..	1	..	13	46	1,493

a Including 3 assistant principals at $1,080 to $1,350, average $1,170.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
17. Jersey City, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	1	1	3	$1.933
	F	..	..	..	..	..	..	..	1	..	..	..	1	..	14	..	..	..	..	..	..	..	..	16	1,163
	T	..	..	..	..	..	..	..	1	..	..	..	1	..	14	..	..	1	..	..	..	1	1	*a*19	1,284
18. Louisville, Ky.	M	..	..	..	1	..	..	3	..	..	6	..	4	..	10	2	..	10	..	..	2	..	..	38	1,197
	F	..	..	..	..	..	1	7	2	..	..	..	23	..	2	..	..	..	..	..	..	..	..	35	945
	T	..	..	..	1	..	1	10	2	..	6	..	27	..	12	2	..	10	..	..	2	..	..	73	1,076
19. Minneapolis, Minn.	M	..	..	..	..	..	..	..	..	2	3	2	11	7	6	..	..	1	..	..	..	..	..	32	1,064
	F	..	..	..	3	1	5	2	14	12	37	12	10	9	1	..	..	..	..	..	..	..	..	106	894
	T	..	..	..	3	1	5	2	14	14	40	14	21	16	7	..	..	1	..	..	..	..	..	138	933
20. Indianapolis, Ind.	M	..	..	..	..	..	1	1	3	..	1	1	5	3	14	1	..	3	..	..	1	..	..	34	1,133
	F	..	..	..	..	..	9	2	1	2	7	..	11	4	8	..	..	..	..	..	..	..	..	44	945
	T	..	..	..	..	..	10	3	4	2	8	1	16	7	22	1	..	3	..	..	1	..	..	78	1,027
21. Providence, R. I.	M	..	..	..	..	..	..	..	..	..	1	..	2	1	9	1	..	15	..	..	3	..	1	33	1,394
	F	..	..	..	4	..	1	1	..	..	11	..	1	..	18	..	..	7	..	..	3	..	1	47	1,154
	T	..	..	..	4	..	1	1	..	..	12	..	3	1	27	1	..	22	..	..	6	..	2	*b*80	1,253
22. Kansas City, Mo.	M	2	1	..	1	4	..	1	1	..	6	2	10	9	4	5	2	3	2	1	1	..	.	55	1,104
	F	3	2	2	3	3	3	9	6	3	8	..	6	2	5	..	..	..	..	..	..	..	..	55	836
	T	5	3	2	4	7	3	10	7	3	14	2	16	11	9	5	2	3	2	1	1	..	..	*c*110	970
23. St. Paul, Minn.	M	..	..	..	..	..	..	1	3	1	2	1	5	10	3	1	..	..	..	..	..	..	..	27	1,028
	F	..	..	..	..	..	5	4	2	5	8	5	3	20	..	..	..	..	..	..	..	..	..	52	949
	T	..	..	..	..	..	5	5	5	6	10	6	8	30	3	1	..	..	..	..	..	..	..	79	976
24. Rochester, N.Y.	M	..	..	..	..	..	..	..	1	..	..	..	2	1	1	..	3	..	2	..	1	..	1	12	1,363
	F	..	..	..	16	1	9	2	6	3	20	..	..	..	..	..	..	..	..	..	..	..	..	57	761
	T	..	..	..	16	1	9	2	7	3	20	..	2	1	1	..	3	..	2	..	1	..	1	69	866

a Including 1 assistant principal at $2,400. *b* Not including 6 student teachers at $400. *c* Not including 7 substitutes at $315 to $360, average $341.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
25. Toledo, Ohio	M	..	..	..	..	..	1	1	..	1	..	1	2	..	1	9	..	3	..	..	..	..	..	19	$1,200
	F	..	..	..	3	1	2	1	..	1	1	..	9	..	..	2	..	..	..	..	..	..	..	20	908
	T	..	..	..	3	1	3	2	..	2	1	1	11	..	1	11	..	3	..	..	..	..	..	39	1,050
26. Denver, Colo	M	..	..	..	..	..	..	..	4	..	2	..	5	6	6	1	6	3	3	4	8	1	..	49	1,345
	F	..	..	..	..	..	..	..	8	..	9	..	7	8	5	5	6	1	2	..	..	..	..	51	1,096
	T	..	..	..	..	..	..	..	12	..	11	..	12	14	11	6	12	4	5	4	8	1	..	100	1,218
27. Allegheny, Pa.	M	..	..	..	..	..	..	1	..	..	1	..	3	..	2	1	3	..	..	..	..	..	..	11	1,155
	F	..	..	..	..	..	..	2	2	..	1	..	3	..	1	..	2	..	..	..	..	..	..	11	1,005
	T	..	..	..	..	..	..	3	2	..	2	..	6	..	3	1	5	..	..	..	..	..	..	22	1,080
28. Columbus, Ohio	M	..	..	..	..	..	..	..	4	..	2	1	4	6	6	..	..	..	..	..	..	..	..	23	1,097
	F	..	..	..	..	..	..	..	3	..	5	2	6	22	9	..	..	..	..	..	..	..	..	47	1,131
	T	..	..	..	..	..	..	..	7	..	7	3	10	28	15	..	..	..	..	..	..	..	..	70	1,120
29. Worcester, Mass.	M	..	..	..	..	..	..	..	..	..	1	..	4	1	..	3	6	2	2	2	1	..	2	24	1,433
	F	..	2	..	1	5	6	2	3	3	5	2	17	..	..	..	..	..	..	..	..	..	..	46	851
	T	..	2	..	1	5	6	2	3	3	6	2	21	1	..	3	6	2	2	2	1	..	2	*a*70	1,051
30. Los Angeles, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	10	1	..	..	4	1	..	..	..	17	1,332
	F	..	..	..	..	..	..	..	..	..	..	..	8	4	22	..	..	..	2	..	..	..	..	36	1,169
	T	..	..	..	..	..	..	..	..	..	..	..	9	4	32	1	..	..	6	1	..	..	..	*b*53	1,222
31. New Haven, Conn.	M	..	..	..	2	..	2	..	1	..	..	1	3	..	5	2	2	1	..	..	1	..	1	21	1,150
	F	5	..	2	2	3	4	2	1	3	4	1	3	2	2	..	..	..	..	..	..	..	..	34	769
	T	5	..	2	4	3	6	2	2	3	4	2	6	2	7	2	2	1	..	..	1	..	1	*c*55	895
32. Syracuse, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	1	..	..	1	..	1	6	..	1	11	1,664
	F	..	..	6	2	2	8	4	4	18	..	..	..	..	1	..	..	..	..	..	..	..	..	45	758
	T	..	..	6	2	2	8	4	4	18	..	..	1	..	2	..	..	1	..	1	6	..	1	*d*56	936

a Including 4 assistant principals at $600 to $700, average $650.
b Including 7 heads of departments at $1,650 to $1,750, average $1,664.
c Including 1 assistant principal at $2,000.
d Including 1 assistant principal at $2,100 and 6 heads of departments at $1,800.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
33. Fall River, Mass.	M	..	..	..	..	..	..	..	1	..	..	..	5	1	..	..	..	..	1	1	..	..	1	10	$1,220
	F	..	..	..	..	..	..	..	2	..	1	..	7	..	1	..	..	..	..	..	..	..	..	11	973
	T	..	..	..	..	..	..	..	3	..	1	..	12	1	1	..	..	..	1	1	..	..	1	*a*21	1,090
34. Memphis, Tenn.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
	F	..	..	..	..	..	3	2	..	2	5	..	..	..	..	..	..	..	..	..	..	..	..	12	829
	T	..	..	..	..	1	3	2	..	2	5	..	..	..	..	..	..	..	..	..	..	..	..	*b*13	817
35. Omaha, Neb.	M	..	..	..	..	..	..	2	..	..	..	2	3	2	2	..	..	1	..	..	..	..	..	12	1,067
	F	..	..	..	..	5	..	3	..	1	..	1	26	..	2	..	..	..	..	..	1	..	..	39	997
	T	..	..	..	..	5	..	5	..	1	..	3	29	2	4	..	..	1	..	..	1	..	..	*c*51	1,014
36. Paterson, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	8	..	..	..	..	..	..	..	..	8	1,200
	F	..	..	..	..	..	..	..	..	..	15	..	..	..	..	..	..	..	..	..	..	..	..	15	900
	T	..	..	..	..	..	..	..	..	..	15	..	..	..	8	..	..	..	..	..	..	..	..	23	1,004
37. St. Joseph, Mo.	M	..	..	1	..	..	..	1	..	..	1	..	..	3	..	..	2	..	..	..	..	..	..	8	1,086
	F	1	3	..	..	1	1	1	..	12	1	..	..	..	..	..	..	..	..	..	..	..	..	20	766
	T	1	3	1	..	1	1	2	..	12	2	..	..	3	..	..	2	..	..	..	..	..	..	28	857
38. Scranton, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	4	4	1	..	1	2	..	3	..	..	..	15	1,273
	F	..	..	..	..	..	..	1	..	1	1	1	2	3	..	..	1	1	..	..	..	..	..	11	1,064
	T	..	..	..	..	..	..	1	..	1	1	1	6	7	1	..	2	3	..	3	..	..	..	26	1,185
39. Lowell, Mass.	M	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	3	..	..	..	..	1	6	1,383
	F	..	..	..	..	1	3	..	17	..	2	..	1	..	..	..	..	..	..	..	..	..	..	24	798
	T	..	..	..	..	1	3	..	19	..	2	..	1	..	..	..	..	3	..	..	..	..	1	30	915
40. Portland, Ore.	M	..	..	..	..	..	..	..	..	..	..	3	4	..	..	..	..	..	..	..	..	..	..	7	979
	F	..	..	..	..	..	..	..	..	..	1	1	13	..	..	..	..	..	..	..	..	..	..	15	990
	T	..	..	..	..	..	..	..	..	..	1	4	17	..	..	..	..	..	..	..	..	..	..	22	986

a Including 1 assistant principal at $2,000. *b* Including 1 assistant principal at $945. *c* Including 2 assistant principals at $1,500 and $1,800, average $1,650.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
41. Cambridge, Mass.	M	..	..	..	..	..	1	..	..	1	..	..	3	2	2	1	2	3	1	..	..	..	3	19	$1,337
	F	..	1	..	2	..	5	5	..	..	..	25	..	..	2	1	..	..	..	..	..	..	..	41	888
	T	..	1	..	2	..	6	5	..	1	..	25	3	2	4	2	2	3	1	..	..	..	3	60	1,030
42. Atlanta, Ga.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	5	..	..	..	..	..	6	1,450
	F	..	..	..	..	..	1	..	7	..	5	..	..	..	1	..	..	..	..	..	..	..	..	14	861
	T	..	..	..	..	..	1	..	7	..	5	..	..	..	2	..	..	5	..	..	..	..	..	*a*20	1,038
43. Albany, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	2	..	..	2	..	2	..	..	1	..	3	10	1,610
	F	..	..	..	..	..	8	3	7	..	1	..	..	..	..	..	..	..	..	..	..	..	..	19	755
	T	..	..	..	..	..	8	3	7	..	1	..	2	..	..	2	..	2	..	..	1	..	3	*b*29	1,050
44. Dayton, Ohio.	M	..	..	..	..	..	..	..	..	..	..	2	2	7	2	3	1	..	..	..	..	..	..	17	1,196
	F	..	..	..	..	..	1	..	1	..	2	7	5	1	..	..	..	..	..	..	..	..	..	17	990
	T	..	..	..	..	..	1	..	1	..	2	9	7	8	2	3	1	..	..	..	..	..	..	*c*34	1,093
45. Seattle, Wash.	M	..	..	..	..	..	..	..	1	..	2	..	13	2	6	..	..	..	..	..	..	..	..	24	1,044
	F	..	..	..	..	..	..	..	..	..	1	..	23	..	2	..	..	..	..	..	..	..	..	26	1,012
	T	..	..	..	..	..	..	..	1	..	3	..	36	2	8	..	..	..	..	..	..	..	..	50	1,027
46. Grand Rapids, Mich	M	..	..	..	..	2	..	..	3	..	..	..	2	..	5	..	..	..	..	..	..	..	..	12	979
	F	..	..	..	1	2	..	4	6	1	4	1	7	..	1	1	..	..	..	..	..	..	..	28	884
	T	..	..	..	1	4	..	4	9	1	4	1	9	..	6	1	..	..	..	..	..	..	..	40	913
47. Hartford, Conn.		Partial report only																							
48. Richmond, Va.	M	..	..	..	..	..	..	..	..	..	4	..	..	1	..	..	..	..	..	..	..	..	..	5	945
	F	..	27	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	549
	T	..	27	..	..	..	..	1	..	..	4	..	..	1	..	..	..	..	..	..	..	..	..	*d*33	609

a Including 1 assistant principal at $1,250.
b Including 1 assistant principal at $2,500.
c Including 1 assistant principal at $1,440.
d Including 2 assistant principals at $792 and $1,125, average $959.

TABLE II—*Continued*

City		Number of High School Teachers (not including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
49. Reading, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	7	..	..	1	..	..	..	..	..	8	$1,238
	F	..	..	..	..	..	..	..	1	..	9	..	..	..	..	..	..	..	..	..	..	..	..	10	890
	T	..	..	..	..	..	..	..	1	..	9	..	..	..	7	..	..	1	..	..	..	..	..	18	1,044
50. Nashville, Tenn.	M	..	..	..	..	..	..	2	..	..	..	..	1	2	1	..	1	2	..	..	..	..	..	9	1,150
	F	..	..	..	..	2	..	..	..	..	3	..	2	..	..	..	..	..	..	..	..	..	..	7	857
	T	..	..	..	..	2	..	2	..	..	3	..	3	2	1	..	1	2	..	..	..	..	..	16	1,022
51. Wilmington, Del.	M	..	1	..	..	..	..	..	..	2	..	..	1	..	..	..	..	..	..	..	..	..	..	4	800
	F	..	..	..	1	8	4	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	16	688
	T	..	1	..	1	8	4	..	3	2	..	..	1	..	..	..	..	..	..	..	..	..	..	20	710
52. Camden, N. J.	M	..	..	..	..	..	..	..	2	2	..	..	1	..	1	..	..	..	..	..	..	..	..	6	917
	F	..	..	..	..	..	..	..	1	4	7	..	..	..	..	..	..	..	..	..	..	..	..	12	875
	T	..	..	..	..	..	..	..	3	6	7	..	1	..	1	..	..	..	..	..	..	..	..	18	889
53. Bridgeport, Conn.	M	..	..	..	..	1	..	..	..	1	..	1	..	..	2	..	..	..	..	..	..	..	..	5	970
	F	..	..	..	..	1	..	1	2	..	9	..	..	..	..	..	..	..	..	..	..	..	..	13	854
	T	..	..	..	..	2	..	1	2	1	9	1	..	..	2	..	..	..	..	..	..	..	..	18	886
54. Trenton, N. J.	M	..	..	..	..	..	..	2	3	..	1	..	..	1	..	..	..	..	..	..	..	..	..	7	843
	F	..	..	..	..	..	..	6	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	770
	T	..	..	..	..	..	..	8	7	..	1	..	..	1	..	..	..	..	..	..	..	..	..	17	800
55. Troy, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	2	1	2	..	..	..	..	6	1,417
	F	..	..	..	..	..	10	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	12	767
	T	..	..	..	..	..	10	..	..	2	..	..	1	..	..	..	2	1	2	..	..	..	..	18	983
56. Lynn, Mass.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	3	..	6	1	..	..	1	..	..	12	1,333
	F	..	..	..	..	..	1	..	3	..	14	..	1	..	..	..	..	..	..	..	..	..	..	19	882
	T	..	..	..	..	..	2	..	3	..	14	..	1	..	3	..	6	1	..	..	1	..	..	a31	1,056

a Including 1 assistant principal at $1,800.

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
57. Oakland, Calif.....M	..	..	..	..	..	..	..	..	..	..	..	1	..	3	7	..	2	..	..	..	..	..	13	$1,306
F	..	..	..	..	..	..	..	..	..	..	..	1	2	14	8	..	..	..	..	..	..	..	25	1,250
T	..	..	..	..	..	..	..	..	..	..	..	2	2	17	15	..	2	..	..	..	..	..	38	1,269
58. New Bedford, Mass.M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	1	..	1	1	..	5	1,660
F	..	..	..	..	..	..	..	..	..	..	..	10	..	..	..	..	..	..	..	..	..	..	10	1,000
T	..	..	..	..	..	..	..	..	..	..	..	10	..	..	..	..	2	1	..	1	1	..	15	1,220
59. Somerville, Mass...M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	7	..	..	2	10	1,690
F	..	..	..	2	..	..	..	..	..	20	..	3	..	4	..	..	..	..	..	..	..	..	29	931
T	..	..	..	2	..	..	..	..	..	20	..	4	..	4	..	..	..	..	7	..	..	2	39	1,126
60. Lawrence, Mass....M	..	..	..	..	..	1	..	2	..	2	..	1	..	1	1	..	..	1	..	..	..	..	9	1,022
F	..	1	..	1	..	4	1	3	..	2	..	2	..	..	..	..	..	..	..	..	..	..	14	775
T	..	1	..	1	..	5	1	5	..	4	..	3	..	1	1	..	..	1	..	..	..	..	a23	872
61. Springfield, Mass...M	..	..	..	..	..	1	..	1	..	..	..	1	1	6	1	1	1	..	..	..	..	4	17	1,379
F	..	..	..	1	2	3	5	3	1	1	..	6	..	3	..	..	1	..	..	..	..	..	26	890
T	..	..	..	1	2	4	5	4	1	1		7	1	9	1	1	2	..	..	..	..	4	43	1,084
62. Des Moines, Iowa.....	Partial report only																							
63. Savannah, Ga.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	3	..	..	5	1,560
F	..	..	..	..	..	..	..	..	..	..	..	2	..	..	1	..	..	..	..	..	..	..	3	1,100
T	..	..	..	..	..	..	..	..	..	..	..	2	..	2	1	..	..	..	..	3	..	..	8	1,388
64. Hoboken, N. J.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	1,200
F	..	..	..	..	..	..	..	..	..	..	7	..	..	..	..	..	..	..	..	..	..	..	7	960
T	..	..	..	..	..	..	..	..	..	..	7	..	..	1	..	..	..	..	..	..	..	..	8	990

a Including 1 assistant principal at $1,600.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
65. Peoria, Ill.	M	..	..	..	..	..	..	..	7	..	..	..	..	..	..	..	..	1	..	4	..	..	..	12	$1,158
	F	..	..	..	6	..	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	10	760
	T	..	..	..	6	..	..	..	7	..	..	..	4	..	..	..	..	1	..	4	..	..	..	22	977
66. Evansville, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*a*)	(*a*)
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*a*)	(*a*)
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*a*)	(*a*)
67. Manchester, N.H.	M	..	..	..	..	..	..	..	1	..	..	..	1	..	1	..	..	..	..	..	1	..	..	4	1,200
	F	..	..	..	4	..	..	3	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	721
	T	..	..	..	4	..	..	3	6	..	..	..	1	..	1	..	..	..	..	..	1	..	..	*b*16	841
68. Utica, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	1	1	2	2	..	1	..	..	..	..	..	7	1,229
	F	..	..	..	..	3	1	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13	723
	T	..	..	..	..	3	1	9	..	..	..	..	1	1	2	2	..	1	..	..	..	..	..	20	900
69. San Antonio, Tex.	M	..	..	..	..	..	..	..	..	..	1	1	1	3	..	..	..	..	..	..	..	..	..	6	1,080
	F	..	..	..	..	..	..	..	..	..	1	2	..	3	..	1	..	..	..	..	..	..	..	7	1,101
	T	..	..	..	..	..	..	..	..	..	2	3	1	6	..	1	..	..	..	..	..	..	..	13	1,092
70. Duluth, Minn.	M	..	..	..	..	..	1	..	1	..	..	..	1	6	1	..	..	..	..	..	..	..	..	10	1,053
	F	..	..	..	..	..	3	2	2	..	5	..	..	..	..	..	..	..	..	..	..	..	..	12	808
	T	..	..	..	..	..	4	2	3	..	5	..	1	6	1	..	..	..	..	..	..	..	..	22	919
71. Salt Lake City, Utah	M	..	..	..	..	..	3	..	..	1	..	2	4	..	..	..	..	..	..	..	..	..	..	10	926
	F	..	..	..	..	..	1	2	3	4	5	..	3	..	..	..	..	..	..	..	..	..	..	18	802
	T	..	..	..	..	..	4	2	3	5	5	2	7	..	..	..	..	..	..	..	..	..	..	28	846
72. Waterbury, Conn.	M	..	..	..	..	..	..	..	..	..	..	2	1	1	..	..	1	..	..	..	..	..	..	5	1,085
	F	..	..	..	..	..	..	4	2	1	3	2	..	..	..	..	1	..	..	..	..	..	..	13	783
	T	..	..	..	..	..	..	4	2	1	3	4	1	1	..	..	2	..	..	..	..	..	..	18	867

a Only maximum and minimum salaries reported.

b Including 1 assistant principal at $1,800.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
73. Elizabeth, N. J.	M	..	..	..	..	..	..	..	..	1	1	..	4	..	..	..	..	..	..	..	..	..	..	6	$ 963
	F	..	..	..	..	1	2	6	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	10	775
	T	..	..	..	..	1	2	6	..	1	1	..	5	..	..	..	..	..	..	..	..	..	..	*a*16	845
74. Erie, Pa.	M	..	..	..	..	..	..	..	..	..	..	1	..	..	1	..	1	2	..	..	1	..	..	6	1,407
	F	..	..	..	1	2	5	..	2	..	..	..	1	1	..	..	..	..	..	..	..	..	..	12	781
	T	..	..	..	1	2	5	..	2	..	..	1	1	1	1	..	1	2	..	..	1	..	..	*b*18	990
75. Charleston, S. C.		Partial report only																							
76. Wilkesbarre, Pa.	M	..	..	..	..	..	..	..	..	1	1	1	6	..	1	..	..	..	..	..	..	..	..	10	1,010
	F	..	..	..	..	..	..	3	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	6	783
	T	..	..	..	..	..	..	3	2	2	1	1	6	..	1	..	..	..	..	..	..	..	..	16	925
77. Kansas City, Kans.	M	..	..	..	..	..	..	1	..	2	4	..	..	1	..	..	..	..	..	..	..	..	..	8	908
	F	1	2	..	..	..	4	2	2	2	1	..	..	..	..	..	..	..	..	..	..	..	..	14	723
	T	1	2	..	..	..	4	3	2	4	5	..	..	1	..	..	..	..	..	..	..	..	..	22	790
78. Norfolk, Va.	M	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	2	1,150
	F	..	..	1	..	..	..	2	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	7	807
	T	..	..	1	..	..	..	2	..	..	5	..	..	..	..	..	1	..	..	..	..	..	..	*c*9	883
79. Harrisburg, Pa.	M	..	..	..	..	..	..	..	..	1	..	2	5	..	..	..	..	..	..	..	..	..	..	8	999
	F	..	..	..	..	..	..	..	..	1	4	2	1	..	..	..	..	..	..	..	..	..	..	8	926
	T	..	..	..	..	..	..	..	..	2	4	4	6	..	..	..	..	..	..	..	..	..	..	16	963
80. Yonkers, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	1	1	1	3	..	..	1	..	..	..	..	7	1,286
	F	..	..	..	..	..	1	1	..	2	1	1	2	2	3	2	..	..	..	..	..	..	..	.. 5	1,037
	T	..	..	..	..	..	1	1	..	2	1	1	3	3	4	5	..	..	1	..	..	..	..	22	1,116

a Including 1 assistant principal at $1,000.

b Including 1 assistant principal at $1,800.

c Including 1 assistant principal at $1,400.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
81. Portland, Me.		No data obtainable																							
82. Houston, Tex.		Partial report only																							
83. Holyoke, Mass.	M	..	..	..	..	..	..	1	..	..	..	1	..	1	1	2	..	..	..	1	..	..	7	$1,279
	F	..	1	2	..	1	2	1	6	..	..	..	..	..	1	..	..	..	..	..	..	..	14	743
	T	..	1	2	..	1	2	1	7	..	..	..	1	..	2	1	2	..	..	..	1	..	..	a21	921
84. Youngstown, Ohio.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	..	..	..	..	..	..	5	1,400
	F	..	..	..	..	..	..	..	..	..	..	..	8	..	..	..	..	..	..	..	..	..	..	8	1,000
	T	..	..	..	..	..	..	..	..	..	..	..	8	..	..	..	5	..	..	..	..	..	..	13	1,154
85. Fort Wayne, Ind.	M	..	..	..	..	1	..	..	..	..	1	..	1	..	4	..	..	..	..	..	..	..	..	7	1,050
	F	..	..	..	..	3	1	..	..	1	1	..	1	..	..	..	..	..	..	..	..	..	..	7	775
	T	..	..	..	..	4	1	..	..	1	2	..	2	..	4	..	..	..	..	..	..	..	..	b14	913
86. Akron, O.	M	..	..	..	..	..	..	..	2	1	1	..	3	1	1	..	..	..	..	..	..	..	..	9	972
	F	..	..	..	..	..	2	..	8	..	..	2	..	..	..	..	..	..	..	..	..	..	..	12	808
	T	..	..	..	..	..	2	..	10	1	1	2	3	1	1	..	..	..	..	..	..	..	..	21	879
87. Tacoma, Wash.	M	..	..	..	..	..	..	..	..	1	..	5	1	..	..	..	..	..	..	..	..	..	..	7	953
	F	..	..	..	1	..	..	..	..	1	1	9	..	..	..	..	..	..	..	..	..	..	..	12	908
	T	..	..	..	1	..	..	..	..	2	1	14	1	..	..	..	..	..	..	..	..	..	..	19	924
88. Covington, Ky.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	5	..	..	..	..	1	..	..	..	..	..	..	..	..	6	917
	T	..	..	..	..	..	..	..	..	5	..	..	..	..	1	..	..	..	..	..	..	..	..	c6	917

a Including 1 assistant principal at $1,800.

b Including 1 assistant principal at $1,000.

c Including 1 assistant principal at $1,250.

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
89. Lancaster, Pa.....M	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	$ 900
F	..	5	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	575
T	..	5	..	..	1	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	8	616
90. Lincoln, Neb.....M	..	..	..	1	..	2	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	6	743
F	..	2	..	..	..	14	4	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	23	728
T	..	2	..	1	..	16	6	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	29	731
91. Dallas, Tex.....	Partial report only																							
92. Brockton, Mass....M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	2	..	..	..	..	..	4	1,375
F	..	..	..	..	..	3	3	3	3	..	..	4	..	..	..	..	..	..	..	..	..	..	16	831
T	..	..	..	..	..	3	3	3	3	..	..	4	..	1	1	..	2	..	..	..	..	..	20	940
93. Schenectady, N. Y..M	..	..	..	..	..	..	..	..	..	..	..	1	..	2	..	..	..	..	..	..	..	..	3	1,133
F	..	..	..	3	..	3	..	7	..	..	..	1	..	..	..	..	..	..	..	..	..	..	14	750
T	..	..	..	3	..	3	..	7	..	..	..	2	..	2	..	..	..	..	..	..	..	..	17	818
94. Pawtucket, R. I....M	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	1	..	..	..	..	4	1,300
F	..	..	..	2	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	733
T	..	..	..	2	..	..	..	4	..	..	..	..	..	3	..	..	..	1	..	..	..	..	a10	960
95. Birmingham, Ala..M	1	..	..	..	..	..	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	4	765
F	2	2	..	1	2	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	9	610
T	3	2	..	1	2	1	..	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	13	658
96. Little Rock, Ark.....	Partial report only																							

a Including 1 assistant principal at $1,600.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
97. Spokane, Wash.	M	..	..	..	..	..	1	..	..	1	4	3	..	3	..	..	..	..	..	..	..	..	..	12	$ 962
	F	..	..	..	..	..	..	..	..	3	11	..	..	2	..	..	..	..	..	..	..	..	..	16	919
	T	..	..	..	..	..	1	..	..	4	15	3	..	5	..	..	..	..	..	..	..	..	..	28	937
98. Altoona, Pa.	M	..	..	..	..	..	..	..	1	..	2	1	..	..	..	..	..	..	..	..	..	..	..	4	900
	F	..	..	..	..	1	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	729
	T	..	..	..	..	1	2	2	1	..	2	1	..	..	..	..	..	..	..	..	..	..	..	a9	805
99. Augusta, Ga.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	675
	T	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	675
100. Saginaw, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	1	2	..	..	1	..	..	..	..	..	..	4	1,163
	F	..	..	1	2	2	2	2	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	14	716
	T	..	..	1	2	2	2	2	5	..	..	..	1	2	..	..	1	..	..	..	..	..	..	18	815
101. Binghamton, N. Y.		Partial report only																							
102. Mobile, Ala.		Partial report only																							
103. South Bend, Ind.		No data obtainable																							
104. Wheeling, W. Va.	M	..	..	..	..	..	..	1	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	3	880
	F	..	..	..	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	675
	T	..	..	..	..	6	..	1	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	9	743

a Including 1 assistant principal at $990.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
105. Springfield, Ohio....		No d	ata o	btain	able																					
106. Johnstown, Pa.....M		..	..	..	..	..	1	..	1	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	5	$ 864
	F	..	..	..	..	..	3	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	5	774
	T	..	..	..	..	..	4	..	2	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	a10	819
107. Haverhill, Mass....M		..	..	..	..	..	..	..	1	..	..	..	..	1	..	..	3	..	..	..	..	..	..	..	5	1,220
	F	1	..	..	..	1	2	1	4	..	2	..	2	..	..	..	..	..	..	..	..	..	..	..	13	788
	T	1	..	..	..	1	2	1	5	..	2	..	2	1	..	..	3	..	..	..	..	..	..	..	18	908
108. Terre Haute, Ind..M		..	..	..	..	..	..	..	3	..	..	1	3	..	..	..	..	..	..	..	..	..	..	..	7	907
	F	..	..	..	..	3	3	1	8	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	17	768
	T	..	..	..	..	3	3	1	11	1	..	1	4	..	..	..	..	..	..	..	..	..	..	..	b24	809
109. Allentown, Pa.....M		..	..	..	..	..	..	3	..	..	1	..	3	..	1	..	..	..	..	..	..	..	..	..	8	919
	F	..	..	1	..	..	1	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	720
	T	..	..	1	..	..	1	5	..	1	1	..	3	..	1	..	..	..	..	..	..	..	..	..	13	842
110. McKeesport, Pa...M		..	..	..	..	..	..	..	..	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	3	1,000
	F	..	..	..	..	..	2	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	4	835
	T	..	..	..	..	..	2	..	..	..	1	2	2	..	..	..	..	..	..	..	..	..	..	..	7	906
111. Dubuque, Ia.....M		..	..	..	..	..	..	..	..	2	..	..	3	2	..	..	..	..	..	..	..	..	..	..	7	986
	F	..	..	..	2	..	1	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	717
	T	..	..	..	2	..	1	..	3	2	..	..	3	2	..	..	..	..	..	..	..	..	..	..	13	862
112. Davenport, Ia.....M		..	..	..	..	..	..	..	..	..	5	..	2	2	..	..	..	..	..	..	..	..	..	..	9	967
	F	..	..	..	..	..	..	..	..	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	8	900
	T	..	..	..	..	..	..	..	..	..	13	..	2	2	..	..	..	..	..	..	..	..	..	..	17	935

a Including 1 assistant principal at $1,000.

b Including 1 assistant principal at $860.

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
113. Quincy, Ill.....	No d	ata o	btain	able																				
114. Salem, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	..	..	..	..	..	5	$ 1,500
F	..	..	..	1	..	7	2	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	12	767
T	..	..	..	1	..	7	2	..	..	..	..	1	..	1	..	..	5	..	..	..	..	..	a17	982
115. Elmira, N. Y.....M	..	..	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	675
F	1	3	2	5	4	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	18	593
T	1	3	2	6	4	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	605
116. Malden, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	2	3	..	3	1	..	..	..	..	..	..	7	1,200
F	..	1	..	..	..	..	1	..	2	13	..	..	..	..	..	..	..	..	..	..	..	..	17	862
T	..	1	..	..	..	..	1	..	2	13	..	2	1	..	3	1	..	..	..	..	..	..	24	960
117. Bayonne, N. J.....M	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	3	1,150
F	..	..	..	..	..	..	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	800
T	..	..	..	..	..	..	..	7	..	..	..	..	3	..	..	..	..	..	..	..	..	..	10	905
118. Superior, Wis.....M	..	..	..	..	..	..	..	5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	6	814
F	..	..	..	1	..	2	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	740
T	3	..	..	1	..	2	2	7	1	..	..	..	..	..	..	..	..	..	..	..	..	..	13	774
119. York, Pa.....M	..	..	..	..	..	3	1	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	7	784
F	3	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	531
T	3	..	2	..	..	3	1	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	12	679
20. Newton, Mass ....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	1	..	..	4	6	2,183
F	..	..	..	1	..	..	..	5	2	3	3	..	..	1	..	..	..	..	..	..	..	..	15	870
T	..	..	..	1	..	..	..	5	2	3	3	..	..	1	1	..	..	..	1	..	..	4	21	1,245

a Including 1 assistant principal at $1,500.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
121. Springfield, Ill.	M	..	..	..	..	..	1	..	1	..	1	1	..	1	..	1	..	..	1	..	..	..	..	7	$1,057
	F	..	1	..	1	..	..	..	4	2	..	2	1	..	..	..	..	..	..	..	..	..	..	11	809
	T	..	1	..	1	..	1	..	5	2	1	3	1	1	..	1	..	..	1	..	..	..	..	*a*18	906
122. Butte, Mont.	M	..	..	..	..	..	..	..	..	..	..	..	4	..	1	..	..	..	..	..	..	..	..	5	1,050
	F	..	..	..	..	..	..	..	..	..	..	..	12	1	..	..	..	..	..	..	..	..	..	13	1,019
	T	..	..	..	..	..	..	..	..	..	..	..	16	1	1	..	..	..	..	..	..	..	..	*b*18	1,028
123. Chester, Pa.	M	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	760
	F	..	..	2	3	..	3	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	682
	T	..	..	2	3	..	3	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*c*12	689
124. Chelsea, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	1	..	..	2	1,700
	F	3	..	..	..	..	..	..	2	1	1	1	6	..	..	..	..	..	..	..	..	..	..	14	804
	T	3	..	..	..	..	..	..	2	1	1	1	6	..	..	..	..	1	1	..	1	..	..	*d*16	916
125. Topeka, Kans.	M	..	..	..	..	1	1	1	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	5	792
	F	..	..	..	..	5	6	..	1	2	3	..	..	..	..	..	..	..	..	..	..	..	..	17	760
	T	..	..	..	..	6	7	1	1	2	5	..	..	..	..	..	..	..	..	..	..	..	..	*e*22	767
126. Fitchburg, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	1	2	2	..	2	1	..	..	..	..	..	8	1,238
	F	..	..	..	1	..	1	4	4	5	..	..	..	..	..	..	..	..	..	..	..	..	..	15	783
	T	..	..	..	1	..	1	4	4	5	..	..	1	2	2	..	2	1	..	..	..	..	..	23	941
127. Knoxville, Tenn.	M	1	..	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	561
	F	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	333
	T	2	..	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	540
128. East St. Louis, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	2	2	..	..	..	..	..	..	..	..	4	1,150
	F	..	..	..	..	..	..	2	2	4	..	..	..	..	..	..	..	..	..	..	..	..	..	8	813
	T	..	..	..	..	..	..	2	2	4	..	..	..	2	2	..	..	..	..	..	..	..	..	12	925

a Including 1 assistant principal at $1,650.
b Including 1 assistant principal at $1,150.
c Including 1 assistant principal at $760.
d Including 1 assistant principal at $1,600.
e Including 1 assistant principal at $900.

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
129. Rockford, Ill.....M	..	..	..	1	..	..	..	5	..	..	..	..	1	..	..	..	..	..	..	..	..	..	7	$ 818
F	..	5	..	1	..	2	1	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	12	663
T	..	5	..	2	..	2	1	5	..	3	..	..	1	..	..	..	..	..	..	..	..	..	19	720
130. Atlantic City, N. J.M	..	..	..	..	..	1	..	1	..	1	1	..	..	..	..	..	..	..	..	..	..	..	4	838
F	..	..	..	..	1	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	744
T	..	..	..	..	1	1	3	1	..	1	1	..	..	..	..	..	..	..	..	..	..	..	8	791
131. Montgomery, Ala..M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
F	..	..	..	4	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	630
T	..	..	..	4	1	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	7	683
132. Taunton, Mass....M	..	..	..	..	..	..	..	1	..	..	..	..	1	1	1	..	..	..	..	..	..	..	4	1,100
F	..	..	..	2	..	..	..	3	..	1	..	..	1	..	..	..	..	..	..	..	..	..	7	800
T	..	..	..	2	..	..	..	4	..	1	..	..	2	1	1	..	..	..	..	..	..	..	11	909
133. Newcastle, Pa.....M	..	..	..	..	..	1	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	3	843
F	..	..	..	..	4	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	5	711
T	..	..	..	..	4	1	1	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	8	761
134. Passaic, N. J.....M	..	..	..	..	..	..	..	..	..	..	..	1	1	1	..	..	..	..	..	..	..	..	3	1,100
F	..	..	..	..	..	3	..	2	1	2	..	..	..	..	..	..	..	..	..	..	..	..	8	794
T	..	..	..	..	..	3	..	2	1	2	..	1	1	1	..	..	..	..	..	..	..	..	11	877
135. Canton, Ohio.....M	..	..	..	..	..	1	..	..	2	..	2	..	1	..	..	..	..	..	..	..	..	..	6	910
F	..	..	..	..	..	2	..	..	6	..	2	..	..	..	..	..	..	..	..	..	..	..	10	846
T	..	..	..	..	..	3	..	..	8	..	4	..	1	..	..	..	..	..	..	..	..	..	16	870
136. Jacksonville, Fla...M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	640
T	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	640

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
137. Galveston, Tex.... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	3	$1,300
F	..	..	..	..	2	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	3	737
T	..	..	..	..	2	..	..	..	1	..	..	..	..	..	3	..	..	..	..	..	..	..	6	1,018
138. Sioux City, Ia..... M	..	..	..	..	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	720
F	..	2	2	3	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	617
T	..	2	2	3	3	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	18	663
139. Auburn, N. Y..... M	..	..	..	..	..	..	..	..	..	..	..	1	2	..	..	1	..	..	..	..	..	1	5	1,320
F	..	..	2	1	1	2	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	8	688
T	..	..	2	1	1	2	1	..	..	..	..	2	2	..	..	1	..	..	..	..	..	1	13	931
140. Racine, Wis..... M	..	..	..	..	..	..	..	2	1	..	..	..	1	1	..	..	..	..	..	..	..	..	5	955
F	..	..	..	2	1	2	1	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	8	734
T	..	..	..	2	1	2	1	3	1	..	..	1	1	1	..	..	..	..	..	..	..	..	13	819
141. South Omaha, Neb M	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	765
F	..	..	..	..	2	..	6	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	761
T	..	..	..	..	2	..	9	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a14	762
142. Joplin, Mo..... M	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	578
F	..	1	2	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	598
T	..	2	3	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	592
143. Joliet, Ill.....	No high sch. reported																							
144. Chattanooga, Tenn. M	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	765
F	..	..	2	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	615
T	..	..	2	6	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	b9	632

a Including 1 assistant principal at $810.

b Including 1 assistant principal at $765.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
145. Woonsocket, R. I.	M	..	..	..	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	2	$950
	F	1	..	..	1	..	..	..	1	1	2	..	..	..	..	..	..	..	..	..	..	..	..	6	733
	T	1	..	..	1	..	..	..	1	1	3	..	1	..	..	..	..	..	..	..	..	..	..	8	788
146. Sacramento, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	2	..	..	..	..	..	4	1,250
	F	..	..	..	..	..	..	..	..	..	..	..	8	..	..	..	..	..	..	..	..	..	..	8	1,000
	T	..	..	..	..	..	..	..	..	..	..	..	10	..	..	..	..	2	..	..	..	..	..	12	1,083
147. La Crosse, Wis.	M	..	..	..	..	..	..	2	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	3	833
	F	..	..	..	1	1	5	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	8	709
	T	..	..	..	1	1	5	2	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	11	743
148. Oshkosh, Wis.	M	..	..	..	..	1	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	3	867
	F	..	2	..	3	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	619
	T	..	2	..	3	3	1	1	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	12	681
149. Newport, Ky.		No data obtainable																							
150. Williamsport, Pa.	M	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	3	887
	F	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	585
	T	1	1	..	..	..	2	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	a5	766
151. Pueblo, Colo.	M	..	..	..	..	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	2	1,050
	F	..	..	..	..	..	3	..	..	6	..	..	1	..	..	..	..	..	..	..	..	..	..	10	827
	T	..	..	..	..	..	3	..	..	6	1	..	1	..	1	..	..	..	..	..	..	..	..	12	864
152. Council Bluffs, Ia.		Partial report only																							

a Including 1 assistant principal at $1,400.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
153. New Britain, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	1	1	..	..	..	..	..	..	..	3	$1,200
	F	..	..	..	..	4	1	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	706
	T	..	..	..	..	4	1	3	1	..	..	..	1	..	1	1	..	..	..	..	..	..	..	12	829
154. Everett, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	1	1	..	..	..	..	..	3	1,367
	F	..	..	..	1	..	5	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	706
	T	..	..	..	1	..	5	3	..	..	..	..	..	..	1	..	1	1	..	..	..	..	..	12	871
155. Cedar Rapids, Ia.	M	..	..	..	1	..	..	1	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	5	801
	F	1	1	..	2	1	..	1	5	..	1	..	..	..	..	..	..	..	..	..	..	..	..	12	720
	T	1	1	..	3	1	..	2	6	..	3	..	..	..	..	..	..	..	..	..	..	..	..	17	744
156. Lexington, Ky.		Partial report only																							
157. Bay City, Mich.	M	..	..	..	..	..	..	..	2	..	2	3	..	..	..	..	..	..	..	..	..	..	..	7	893
	F	..	..	..	2	3	1	1	1	1	2	..	..	..	..	..	..	..	..	..	..	..	..	11	741
	T	..	..	..	2	3	1	1	3	1	4	3	..	..	..	..	..	..	..	..	..	..	..	18	800
158. Fort Worth, Tex.	M	..	..	1	1	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	6	831
	F	..	..	..	..	..	..	1	1	..	2	4	..	..	..	..	..	..	..	..	..	..	..	8	897
	T	..	..	1	1	..	..	1	1	..	2	8	..	..	..	..	..	..	..	..	..	..	..	14	869
159. Easton, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	4	1	2	1	..	..	..	..	..	..	..	8	1,100
	F	..	..	..	..	..	1	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	3	933
	T	..	..	..	..	..	1	..	..	..	..	..	5	2	2	1	..	..	..	..	..	..	..	11	1,055
160. Gloucester, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	2	1,000
	F	..	1	1	1	1	..	..	6	..	..	..	1	..	..	..	..	..	..	..	..	..	..	11	736
	T	..	1	1	1	1	..	..	6	..	..	..	3	..	..	..	..	..	..	..	..	..	..	13	777

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
161. W. Hoboken, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	3	$1,050
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T		..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	3	1,050
162. North Adams, Mass.	M	..	..	..	..	..	1	..	2	..	..	..	..	..	1	..	..	..	..	..	..	..	..	4	880
	F	..	..	..	1	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	680
	T	..	..	..	1	1	3	1	2	..	..	..	..	..	1	..	..	..	..	..	..	..	..	a9	769
163. Jackson City, Mich.	M	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	800
	F	..	1	..	2	..	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	669
	T	..	1	..	2	..	4	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	10	695
164. Kalamazoo, Mich.	M	..	..	..	..	..	1	1	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	4	863
	F	..	..	5	2	5	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	14	648
	T	..	..	5	2	5	2	1	..	1	..	..	1	1	..	..	..	..	..	..	..	..	..	b18	696
165. Quincy, Mass.	M	..	..	..	1	1	1	1	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	6	783
	F	..	..	..	1	1	6	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	11	714
	T	..	..	..	2	2	7	2	1	1	1	..	..	1	..	..	..	..	..	..	..	..	..	c17	738
166. Hamilton, O.	M	..	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	855
	F	..	..	1	..	..	1	1	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	7	974
	T	..	..	1	..	..	1	1	2	3	1	..	..	..	..	..	..	..	..	..	..	..	..	9	792
167. Orange, N. J.		Partial report only																							
168. Kingston, N. Y.	M	..	..	..	1	1	..	..	..	..	1	..	1	1	..	..	..	..	..	..	..	..	..	5	850
	F	..	..	..	..	6	1	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	9	736
	T	..	..	..	1	7	1	..	..	..	1	..	3	1	..	..	..	..	..	..	..	..	..	d14	777

a Including 1 assistant principal at $1,200.
b Including 1 assistant principal at $1,050.
c Including 1 assistant principal at $1,100.
d Including 2 assistant principals at $1,000.

TABLE II—*Continued*

City		Number of High School Teachers (not including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
169. Newburg, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	2	$1,030
	F	..	..	..	4	..	..	5	..	2	..	..	1	..	..	..	..	..	..	..	..	..	..	12	780
	T	..	..	..	4	..	..	5	..	2	..	..	3	..	..	..	..	..	..	..	..	..	..	14	775
170. Aurora, Ill.	M	..	..	..	1	..	..	..	1	..	4	..	..	..	..	..	..	..	..	..	..	..	..	6	883
	F	..	..	..	6	..	..	1	1	2	1	..	1	..	..	..	..	..	..	..	..	..	..	12	729
	T	..	..	..	7	..	..	1	2	2	5	..	1	..	..	..	..	..	..	..	..	..	..	18	764
171. Lima, Ohio	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	585
	F	2	..	1	..	1	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	631
	T	2	..	2	..	1	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	625
172. Nashua, N. H.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	1,200
	F	..	..	..	..	..	7	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	713
	T	..	..	..	..	..	7	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	a9	767
173. Meriden, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	1,200
	F	..	1	1	3	..	..	..	5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	11	700
	T	..	1	1	3	..	..	..	5	1	..	..	..	..	1	..	..	..	..	..	..	..	..	a12	742
174. Jamestown, N. Y.	M	..	..	..	..	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	767
	F	..	..	..	2	4	6	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	13	685
	T	..	..	..	2	4	7	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	16	700
175. Wichita, Kans.	M	..	..	..	..	..	3	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	5	790
	F	..	3	1	..	..	1	1	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	9	673
	T	..	3	1	..	..	4	1	..	4	..	..	1	..	..	..	..	..	..	..	..	..	..	14	714
176. Waltham, Mass.	M	..	..	..	..	..	..	..	..	..	1	..	..	..	1	..	..	1	..	..	..	..	..	3	1,200
	F	..	..	..	..	..	1	1	5	1	3	..	..	..	..	..	..	..	..	..	..	..	..	11	818
	T	..	..	..	..	..	1	1	5	1	4	..	..	..	1	..	..	1	..	..	..	..	..	b14	900

a Including 1 assistant principal at $1,200.

b Including 1 assistant principal at $1,500.

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
177. Poughkeepsie, N.Y. M	..	..	..	..	..	..	..	2	..	..	..	2	1	..	..	..	..	..	..	..	..	..	5	$940
F	..	..	..	..	..	3	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	744
T	..	..	..	..	..	3	3	4	..	..	..	2	1	..	..	..	..	..	..	..	..	..	13	819
178. Muncie, Ind. M	1	..	..	..	2	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	680
F	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	720
T	1	..	..	..	2	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	690
179. Lewiston, Me. M	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	900
F	..	..	1	3	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	625
T	..	..	1	3	..	2	..	..	.	1	..	..	..	..	..	..	..	..	..	..	..	..	*a*7	664
180. Mt. Vernon, N. Y.	No data obtainable																							
181. Cohoes, N. Y. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	705
T	..	..	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*b*3	705
182. Zanesville, O. M	..	..	..	2	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	3	750
F	..	..	..	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	625
T	..	..	..	11	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	*c*12	656
183. Bloomington, Ill. M	..	..	..	..	..	..	..	2	..	1	..	2	2	..	..	..	..	..	..	..	..	..	7	957
F	1	..	..	1	..	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	700
T	1	..	..	1	..	..	7	2	..	1	..	2	2	..	..	..	..	..	..	..	..	..	16	813
184. Newport News, Va. M	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
F	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	585
T	..	..	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	630

a Including 1 assistant principal at $900.

b Including 1 assistant principal at $765.

c Including 1 assistant principal at $1,000.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
185. Colorado Springs, Colo.	M	..	..	..	..	..	..	..	..	..	1	..	2	4	..	..	..	..	..	..	..	..	..	7	$1,057
	F	..	..	..	..	..	..	2	..	..	1	..	5	..	..	..	..	..	..	..	..	..	..	8	967
	T	..	..	..	..	..	..	2	..	..	2	..	7	4	..	..	..	..	..	..	..	..	..	15	1,009
186. Sheboygan, Wis.	M	..	..	..	..	1	..	1	2	..	..	..	1	..	..	..	..	..	..	..	..	..	..	5	800
	F	..	..	..	1	3	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	670
	T	..	..	..	1	4	..	1	3	..	..	..	1	..	..	..	..	..	..	..	..	..	..	10	735
187. East Orange, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	1	1	1	1	..	1	..	..	6	1,450
	F	..	..	..	..	..	..	..	2	1	2	2	1	1	2	..	..	..	..	..	..	..	..	11	977
	T	..	..	..	..	..	..	..	2	1	2	2	1	2	2	1	1	1	1	..	1	..	..	17	1,144
188. Elgin, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	1	3	..	..	..	..	..	..	..	..	..	4	1,099
	F	..	..	..	1	4	4	3	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	15	735
	T	..	..	..	1	4	4	3	2	..	1	..	1	3	..	..	..	..	..	..	..	..	..	a19	812
189. Watertown, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	1,200
	F	..	..	..	..	7	3	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	13	700
	T	..	..	..	..	7	3	..	2	1	..	..	..	..	1	..	..	..	..	..	..	..	..	14	736
190. Springfield, Mo.	M	..	..	..	..	3	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	711
	F	1	1	1	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	611
	T	1	1	1	..	7	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	653
191. Austin, Tex.	M	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	2	1,000
	F	..	..	..	..	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	680
	T	..	..	..	..	9	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	11	738
192. Macon, Ga.		No data obtainable																							

a Including 1 assistant principal at $1,100.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
193. Burlington, Ia.	M	..	..	..	1	..	1	..	2	..	1	..	..	..	1	..	..	..	..	..	..	..	..	6	$ 833
	F	..	1	1	..	1	3		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	645
	T	..	1	1	2	1	4	..	2	..	1	..	..	..	1	..	..	..	..	..	..	..	..	12	739
194. Clinton, Ia.	M	..	..	..	..	1	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	728
	F	..	..	..	..	..	4	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	743
	T	..	..	..	..	1	5	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	739
195. Pittsfield, Mass.	M	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	1	..	..	..	..	..	..	3	1,000
	F	..	..	..	2	..	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	707
	T	..	..	..	2	..	2	..	4	..	..	..	..	..	..	..	1	..	..	..	..	..	..	9	804
196. Roanoke, Va.	M	..	..	..	..	..	..		2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	3	855
	F	..	..	1	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	653
	T	..	..	1	..	3	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	7	739
197. Amsterdam, N. Y.	M	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	900
	F	..	..	..	..	5	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	6	683
	T	..	..	..	..	5	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	a7	714
198. Anderson, Ind.	M	..	..	..	..	..	2	1	3	1	1	..	1	..	..	..	..	..	..	..	..	..	..	9	821
	F	..	..	..	..	2	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	720
	T	..	..	..	..	2	3	1	4	1	1	..	1	..	..	..	..	..	..	..	..	..	..	a13	790
199. Norristown, Pa.	M	..	..	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	2	900
	F	..	..	..	..	3	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	683
	T	..	..	..	..	3	6	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	11	723
200. Columbia, S. C.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	495
	T	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	495

a Including 1 assistant principal at $1,000.

TABLE II—*Continued*

City	Number of High School Teachers (not including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
201. Newport, R. I.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	1	..	..	1	..	1	6	$1,483
F	..	..	..	..	..	..	..	..	1	..	..	..	2	3	..	..	..	..	..	..	..	..	6	1,108
T	..	..	..	..	..	..	..	..	1	..	..	..	2	6	..	..	1	..	..	1	..	1	12	1,296
202. Decatur, Ill.....M	..	..	..	1	2	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	5	790
F	..	2	..	2	7	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13	648
T	..	2	..	3	9	1	1	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	18	688
203. Bangor, Me.....M	..	..	..	1	..	1	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	4	925
F	1	..	..	8	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	586
T	1	..	..	9	..	2	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	*a*14	683
204. Waco, Tex.....M	1	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	720
F	1	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	761
T	2	..	..	..	..	..	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	745
205. San Jose, Calif....M	..	..	..	..	..	..	..	..	..	..	..	..	..	2	1	1	..	..	1	..	..	..	5	1,383
F	..	..	..	..	..	..	..	..	..	..	..	..	2	2	1	..	..	..	..	..	..	..	5	1,184
T	..	..	..	..	..	..	..	..	..	..	..	..	2	4	2	1	..	..	1	..	..	..	10	1,284
206. Oswego, N. Y.....M	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	750
F	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	475
T	9	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	525
207. Warwick, R. I.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*b*)	....
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*b*)	....
T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*b*)	....
208. Brookline, Mass...M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	4	5	2,340
F	..	1	..	..	..	..	..	..	..	..	3	2	2	3	..	..	..	..	..	..	..	..	11	1,014
T	..	1	..	..	..	..	..	..	..	..	3	2	2	3	..	..	..	..	..	1	..	4	16	1,428

a Including 1 assistant principal at $700. *b* City does not maintain a high school but sends high school pupils to other cities at a cost of about $8,500 for tuition alone.

TABLE II—*Continued*

City		Number of High School Teachers (not including principals) receiving a yearly salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
209. Niagara Falls, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	2	1	1	..	..	..	..	..	..	..	..	3	$1,050
	F	..	1	2	4	3	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	621
	T	..	1	2	4	3	..	2	..	..	..	..	2	2	1	..	..	..	..	..	..	..	..	a15	707
210. Shenandoah, Pa.	M	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	698
	F	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	540
	T	..	2	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	619
211. Petersburg, Va.		No data obtainable																							
212. Lynchburg, Va.		No data obtainable																							
213. Wilmington, N. C.		No data obtainable																							
214. Rock Island, Ill.	M	..	..	..	..	1	1	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	4	784
	F	..	..	..	..	2	..	..	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	6	803
	T	..	..	..	..	3	1	1	..	3	1	..	1	..	..	..	..	..	..	..	..	..	..	b10	795
215. Evanston, Ill	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(c)	...
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(c)	...
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(c)	...
216. Leavenworth, Kans.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	810
	F	..	..	..	..	..	1	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	788
	T	..	..	..	..	..	1	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	792

a Including 1 assistant principal at $750.
b Including 1 assistant principal at $900.
c The high school at Evanston is a township high school and not under the same jurisdiction as the Evanston Public Schools.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
217. Port Huron, Mich.	M	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$ 800
	F	..	..	1	1	2	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	683
	T	..	..	1	1	2	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	713
218. Paducah, Ky.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		...
	F	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	600
	T	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	600
219. Madison, Wis.	M	..	..	..	..	..	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	763
	F	..	..	..	3	4	5	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	14	679
	T	..	..	..	3	4	5	4	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	18	697
220. Chicopee, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	3	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	6	783
	T	..	..	..	..	..	3	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	6	783
221. Findlay, O.		No	data	obtai	nable																				
222. New Albany, Ind.	M	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	765
	F	1	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	576
	T	1	..	..	4	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	6	639
223. New Brunswick, N. J.	M	..	..	..	..	..	..	..	3	1	1	..	..	..	..	..	..	..	..	..	..	..	..	5	850
	F	..	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	800
	T	..	..	..	..	..	..	..	7	1	1	..	..	..	..	..	..	..	..	..	..	..	..	9	828
224. Concord, N. H.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
	F	..	1	..	..	..	1	1	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	753
	T	..	1	..	..	..	1	1	6	..	..	..	1	..	..	..	..	..	..	..	..	..	..	10	778

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
225. Medford, Mass.	M	..	..	..	..	..	..	..	..	..	2	..	1	1	3	..	..	..	..	..	..	..	..	7	$1,071
	F	..	..	..	2	2	..	..	5	..	..	..	1	..	..	..	..	..	..	..	..	..	..	10	750
	T	..	..	..	2	2	..	..	5	..	2	..	2	1	3	..	..	..	..	..	..	..	..	17	882
226. Muskegon, Mich.	M	..	..	..	..	..	1	..	..	1	1	..	2	2	2	..	..	..	..	..	..	..	..	9	1,017
	F	..	..	3	4	..	1	3	4	..	1	..	..	..	1	..	..	..	..	..	..	..	..	17	740
	T	..	..	3	4	..	2	3	4	1	2	..	2	2	3	..	..	..	..	..	..	..	..	26	836
227. Battle Creek, Mich.	M	..	..	..	..	..	..	..	..	1	..	..	2	..	..	..	..	..	..	..	..	..	..	3	983
	F	..	..	..	..	..	4	3	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	8	756
	T	..	..	..	..	..	4	3	..	1	1	..	2	..	..	..	..	..	..	..	..	..	..	11	818
228. Winona, Minn.	M	..	..	..	..	..	..	..	1	1	..	..	1	..	1	..	..	..	..	..	..	..	..	4	963
	F	..	..	..	3	..	2	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	694
	T	..	..	..	3	..	2	3	2	1	..	..	1	..	1	..	..	..	..	..	..	..	..	13	777
229. Perth Amboy, N.J.	M	..	..	..	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	825
	F	..	..	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	2	850
	T	..	..	..	..	..	1	1	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	4	838
230. Green Bay, Wis.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	650
	F	..	1	..	6	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	618
	T	..	1	..	6	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	621
231. Charlotte, N. C.	No data obtainable																								
232. Sandusky, O.	M	..	..	..	..	..	..	1	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	3	933
	F	..	..	..	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	692
	T	..	..	..	..	1	2	1	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	6	813

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
233. Marion, Ind.	M	..	..	..	..	..	..	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	2	$1,000
	F	..	..	..	..	..	1	2	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	792
	T	.	..	..	..	..	1	2	6	..	1	..	..	1	..	..	..	..	..	..	..	..	..	*a*11	830
234. Burlington, Vt.	M	..	..	..	..	2	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	4	800
	F	1	1	2	2	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	600
	T	1	1	2	2	2	..	1	1	..	1	..	1	..	..	..	..	..	..	..	..	..	..	12	667
235. Northampton, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	1,200
	F	..	..	1	3	4	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	655
	T	..	..	1	3	4	..	1	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	*b*11	705
236. Gloversville, N. Y.	M	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	713
	F	1	1	2	2	1	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	608
	T	1	1	2	2	2	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*c*11	627
237. Galesburg, Ill.	M	..	..	..	..	4	1	1	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	7	812
	F	..	2	1	..	3	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	666
	T	..	2	1	..	7	3	3	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	17	726
238. Central Falls, R. I.	M	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	900
	F	..	..	..	1	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	730
	T	..	..	..	1	..	..	1	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	*a*4	773
239. Pensacola, Fla.		No data obtainable																							
240. Ottumwa, Ia.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	2	7	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	10	770
	T	..	..	..	..	..	2	7	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	*d*10	770

a Including 1 assistant principal at $900. *b* Including 1 assistant principal at $1,200. *c* Including 1 assistant principal at $800. *d* Including 1 assistant principal at $950.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
241. Lorain, O.	M	..	..	..	..	1	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	3	$ 780
	F	..	1	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	638
	T	..	1	..	..	3	1	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	7	699
242. Shamokin, Pa.	M	..	..	..	..	..	..	..	3	..	..	..	2	..	..	..	..	..	..	..	..	..	..	5	886
	F	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	720
	T	..	..	..	..	..	2	..	3	..	..	..	2	..	..	..	..	..	..	..	..	..	..	7	839
243. Newark, O.	M	..	..	..	..	..	..		2	..	..	..	2	..	..	..	..	..	..	..	..	..	..	4	900
	F	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	600
	T	..	..	..	5	..	..	..	2	..	..	..	2	..	..	..	..	..	..	..	..	..	..	9	733
244. Portsmouth, O.	M	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	2	900
	F	..	..	..	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	5	900
	T	..	..	..	..	..	..	..	..	..	7	..	..	..	..	..	..	..	..	..	..	..	..	7	900
245. Norwich, Conn.		No data obtainable																							
246. Tampa, Fla.		No data obtainable																							
247. Mansfield, O.	M	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
	F	4	..	..	..	..	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	620
	T	4	..	..	1	..	4	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	630
248. Richmond, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	4	1,000
	F	..	..	..	..	..	..	2	3	..	3	..	..	..	..	..	..	..	..	..	..	..	..	8	825
	T	..	..	.	..	..	..	2	3	..	3	..	4	..	..	..	..	..	..	..	..	..	..	12	883

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
249. New London, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*a*)	....
250. Lafayette, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
251. Moline, Ill.		No data obtainable																							
252. Lebanon, Pa.	M	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$685
	F	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	685
	T	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	685
253. East Liverpool, O.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	720
	F	..	..	..	1	1	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	733
	T	..	..	..	1	1	1	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	731
254. Cumberland, Md.		No data obtainable																							
255. Stockton, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	..	2	2	..	..	..	..	..	..	..	..	4	1,163
	F	..	1	..	1	..	..	..	..	..	..	..	1	4	..	..	..	..	..	..	..	..	..	7	936
	T	..	1	..	1	..	..	..	..	..	..	..	1	6	2	..	..	..	..	..	..	..	..	11	1,018
256. San Diego, Calif.	M	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	900
	F	..	..	..	..	..	..	..	..	3	3	6	1	..	..	..	..	..	..	..	..	..	..	13	925
	T	..	..	..	..	..	..	..	..	3	4	6	1	..	..	..	..	..	..	..	..	..	..	*b*14	923

a No high schools, two endowed schools giving pupils from grammar schools a high school education free.

b Including 1 assistant principal at $1,000.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
257. Great Falls, Mont.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	$1,100
	F	..	..	..	..	..	..	..	3	..	..	2	..	..	..	..	..	..	..	..	..	..	..	5	868
	T	..	..	..	..	..	..	..	3	..	..	2	..	1	..	..	..	..	..	..	..	..	..	6	906
258. Belleville, Ill.	M	..	..	..	..	..	1	..	..	..	..	1	1	1	..	..	..	..	..	..	..	..	..	4	950
	F	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
	T	..	..	..	1	..	1	..	..	..	..	1	1	1	..	..	..	..	..	..	..	..	..	5	880
259. Alameda, Calif.	M	..	..	..	..	..	..	..	..	..	1	..	1	1	2	..	..	..	..	..	..	..	..	5	1,100
	F	..	..	..	..	..	..	..	..	..	4	..	..	2	1	..	..	..	..	..	..	..	..	7	1,037
	T	..	..	..	..	..	..	..	..	..	5	..	1	3	3	..	..	..	..	..	..	..	..	12	1,063
260. Danville, Ill.	M	..	..	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	675
	F	..	..	..	1	1	3	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	6	730
	T	..	..	..	2	2	4	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	9	712
261. Columbus, Ga.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
	F	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	484
	T	1	3	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	5	587
262. Portsmouth, Va.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	F	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	625
	T	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	625
263. Marinette, Wis.	M	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	630
	F	..	1	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	600
	T	..	1	3	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	608
264. El Paso, Tex.	M	..	..	..	..	..	..	..	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	3	883
	F	..	..	..	..	..	..	..	..	2	4	..	..	..	..	..	..	..	..	..	..	..	..	6	883
	T	..	..	..	..	..	..	..	..	3	6	..	..	..	..	..	..	..	..	..	..	..	..	9	883

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
265. Eau Claire, Wis.	M	..	..	..	(a)	(a)	..	(a)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(a)	(a)
	F	..	..	..	(a)	(a)	..	(a)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(a)	(a)
	T	..	..	..	4	7	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	$ 665
266. Lansing, Mich.	M	..	..	..	1	1	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	4	725
	F	..	2	..	1	1	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	647
	T	..	2	..	2	2	4	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	b13	671
267. Braddock, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	1	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	4	741
	T	..	..	..	..	1	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	c4	741
268. Danville, Va.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	405
	T	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	405
269. Logansport, Ind.	M	..	..	1	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	754
	F	..	..	3	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	630
	T	..	..	4	..	..	..	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	692
270. Shreveport, La	M	..	..	..	..	..	..	..	..	..	..	..	2	1	..	..	..	..	..	..	..	..	..	3	1,050
	F	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	720
	T	..	..	..	..	..	1	..	..	..	..	..	2	1	..	..	..	..	..	..	..	..	..	4	969
271. Key West, Fla.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
272. Stamford, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	1	2	..	..	..	..	..	..	4	1,313
	F	..	..	..	..	..	..	..	1	2	1	..	2	..	..	..	..	..	..	..	..	..	..	6	904
	T	..	..	..	..	..	..	..	1	2	1	..	3	..	..	1	2	..	..	..	..	..	..	10	1,068

a Not separately reported.

b Including 1 assistant principal at $775.

c Including 1 assistant principal at $850.

TABLE II—*Continued*

City		Number of High School Teachers (not including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
273. Lockport, N. Y.	M	..	..	..	..	..	..	..	..	..	1	..	1	..	..	1	..	..	..	..	..	..	..	3	$1,067
	F	..	1	..	4	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	8	656
	T	..	1	..	4	..	..	2	..	1	1	..	1	..	..	1	..	..	..	..	..	..	..	11	768
274. Ogden, Utah	M	..	..	..	..	..	..	1	3	1	1	..	..	..	..	..	..	..	..	..	..	..	..	6	824
	F	..	..	..	..	2	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	729
	T	..	..	..	..	2	1	2	4	1	1	..	..	..	..	..	..	..	..	..	..	..	..	11	781
275. Biddeford, Me.		No data obtainable																							
276. Plainfield, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	2	1,250
	F	..	..	..	..	..	1	2	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	7	789
	T	..	..	..	..	..	1	2	2	2	..	..	..	..	1	1	..	..	..	..	..	..	..	9	892
277. Union, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	2	1,175
	F	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	700
	T	..	..	..	..	..	5	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	7	836
278. Danbury, Conn.		Partial report only																							
279. New Rochelle, N. Y.	M	..	..	..	..	..	..	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	3	860
	F	..	..	..	..	..	1	2	3	..	4	..	..	..	..	..	..	..	..	..	..	..	..	10	827
	T	..	..	..	..	..	1	2	4	..	6	..	..	..	..	..	..	..	..	..	..	..	..	13	831
280. Berkeley, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	5	2	..	..	..	..	..	..	..	7	1,241
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	11	..	..	..	..	..	..	..	..	11	1,210
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	16	2	..	..	..	..	..	..	..	18	1,222

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
281. Elkhart, Ind.	M	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	$ 724
	F	..	..	..	1	3	3	1	.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	684
	T	..	..	..	1	4	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	702
282 Atchison, Kans.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	585
	T	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	585
283 Parkersburg, W. Va.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	815
	F	..	..	..	..	2	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	721
	T	..	..	..	..	2	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	[a] 6	737
284. Pottsville, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	2	1,175
	F	..	..	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	2	775
	T	..	..	..	..	..	1	..	..	1	..	..	..	1	1	..	..	..	..	..	..	..	..	4	975
285. Michigan City Ind.	M	..	..	..	..	2	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	3	850
	F	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	653
	T	..	1	..	..	2	..	1	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	5	771
286. Appleton, Wis.	M	..	1	..	..	..	..	..	..	..	..	..	2	1	..	..	..	..	..	..	..	..	..	4	916
	F	1	4	1	..	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	584
	T	1	5	1	..	2	..	..	1	..	..	..	2	1	..	..	..	..	..	..	..	..	..	[a] 13	687
287. Fond du Lac, Wis.	M	..	..	..	..	..	1	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	3	767
	F	..	..	..	..	5	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	689
	T	..	..	..	..	5	2	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	[b] 12	708
288. Ann Arbor, Mich.	M	..	..	..	..	..	..	1	..	..	..	..	..	..	1	1	..	2	..	2	..	..	..	7	1,379
	F	..	..	3	1	2	1	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	683
	T	..	..	3	1	2	1	2	4	..	..	..	..	..	1	1	..	2	..	2	..	..	..	19	939

a Including 1 assistant principal at $1,125.

b Including 1 assistant principal at $850.

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
289. Asheville, N. C. ... M	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$ 450
F	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	444
T	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	446
290. Jackson, Tenn.....	No data obtainable																								
291. Bradford, Pa. ..... M	..	..	..	..	..	3	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	4	780
F	..	..	..	..	3	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	689
T	..	..	..	..	3	6	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	10	726
292. Jacksonville, Ill. ... M	..	..	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	690
F	..	..	..	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	675
T	..	..	..	..	8	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	680
293. Sedalia, Mo. ..... M	..	1	1	..	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	657
F	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	543
T	..	3	2	..	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	614
294. Montclair, N. J. ... M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	1	2	..	..	..	..	..	4	1,488
F	..	..	..	..	..	2	..	1	..	5	2	3	2	..	..	..	..	1	..	..	..	..	..	16	969
T	..	..	..	..	..	2	..	1	..	5	2	3	2	1	..	..	1	3	..	..	..	..	..	20	1,073
295. Rome, N. Y. ..... M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	700
F	..	1	2	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	585
T	..	1	2	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	604
296. Alton, Ill. ..... M	..	..	..	..	..	..	2	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	3	867
F	..	..	..	..	..	..	1	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	3	833
T	..	..	..	..	..	..	3	..	1	1	..	..	1	..	..	..	..	..	..	..	..	..	..	a6	850

a Including 1 assistant principal at $1,100.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
297. Middletown, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	$1,000
	F	..	..	..	..	..	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	3	817
	T	..	..	..	..	..	..	..	2	1	..	..	1	..	..	..	..	..	..	..	..	..	..	4	863
298. Vicksburg, Miss.	No data obtainable																								
299. Meridian, Miss.	Partial report only																								
300. Hazleton, Pa.	M	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	743
	F	..	..	3	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	630
	T	..	..	3	..	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	668
301. Waterloo, Iowa	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	540
	T	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	540
302. Ogdensburg, N. Y.	M	..	..	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	775
	F	..	..	..	..	1	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	4	725
	T	..	..	..	..	2	2	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	6	742
303. Kankakee, Ill.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	720
	F	..	..	..	..	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	706
	T	..	..	..	..	2	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	709
304. Plymouth, Pa.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	720
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	720

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
305. Cranston, R. I.	M	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	3	$1,017
	F	..	..	..	..	..	1	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	3	867
	T	..	..	..	..	..	1	..	..	1	..	..	4	..	..	..	..	..	..	..	..	..	..	6	942
306. Streator, Ill.	M	..	..	..	..	..	..	..	..	..	1	..	1	..	1	..	..	..	..	..	..	..	..	3	1,033
	F	..	..	..	..	..	1	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	787
	T	..	..	..	..	..	1	..	5	..	1	..	1	..	1	..	..	..	..	..	..	..	..	9	869
307. Marietta, O.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
	F	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	700
	T	..	..	..	..	..	4	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	a5	760
308. Muscatine, Ia.	M	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	625
	F	..	..	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	600
	T	..	..	..	7	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	606
309. Cheyenne, Wyo.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	740
	T	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	740
310. Keokuk, Ia.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	b7	765
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	b7	765
311. Beverly, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	2	..	..	..	..	..	3	1,333
	F	2	2	..	2	2	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	617
	T	2	2	..	2	2	..	3	1	..	..	..	1	..	..	..	..	2	..	..	..	..	..	15	760
312. Watervliet, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....

a Including 1 assistant principal at $1,.000

b Salaries not reported in detail.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
313. Manistee, Mich.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$ 800
	F	1	1	2	..	3	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	594
	T	1	1	2	..	3	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	615
314. Bridgeton, N. J.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	F	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	444
	T	3	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	[a]5	515
315. Mt. Carmel, Pa.	M	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	630
	F	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	320
	T	5	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	409
316. Clinton, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
	F	..	..	1	..	1	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	4	713
	T	..	..	1	..	1	..	1	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	5	770
317. Newburyport, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	2	1,100
	F	..	..	..	..	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	690
	T	..	..	..	..	1	4	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	7	807
318. Steubenville, O.	M	..	..	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	2	900
	F	..	..	..	1	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	683
	T	..	..	..	1	1	..	..	2	..	..	..	1	..	..	..	..	..	..	..	..	..	..	5	770
319. Hagerstown, Md.		No data obtainable																							
320. Alexandria, Va.		No data obtainable																							

a Including 1 assistant principal at $800.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
321. Wilkinsburg, Pa.	M	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$810
	F	..	..	..	..	1	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	765
	T	..	..	..	..	1	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	783
322. Fort Dodge, Iowa.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	720
	F	..	1	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	608
	T	..	1	1	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	624
323. Woburn, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	1,100
	F	..	1	..	..	..	6	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	689
	T	..	1	..	..	..	6	2	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	[a]10	730
324. Melrose, Mass.	M	..	..	1	..	..	..	..	..	..	..	1	1	1	1	..	..	..	..	..	..	..	..	5	960
	F	..	..	1	2	..	1	1	1	..	3	..	..	..	..	..	..	..	..	..	..	..	..	9	753
	T	..	..	2	2	..	1	1	1	..	3	1	1	1	1	..	..	..	..	..	..	..	..	14	827
325. Hammond, Ind.	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	570
	F	..	..	1	1	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	656
	T	..	..	2	1	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	641
326. Carbondale, Pa.	M	..	..	..	..	..	2	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	4	788
	F	..	1	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	588
	T	..	1	1	..	2	2	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	8	688
327. Ashtabula, O.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	720
	F	..	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	588
	T	..	..	1	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	621
328. Freeport, Ill.	M	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	750
	F	..	..	..	1	1	..	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	6	733
	T	..	..	..	1	1	..	4	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	8	738

[a] Including 1 assistant principal at $1,100.

TABLE II—*Continued*

City		Number of High School Teachers (not including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
329. Mahanoy City, Pa.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$ 720
	F	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
	T	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	698
330. Hyde Park, Mass.	M	..	..	..	..	..	..	1	1	..	..	..	..	..	..	1	..	..	..	..	..	..	..	3	950
	F	..	..	..	..	8	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	675
	T	..	..	..	..	8	..	2	2	..	..	..	..	..	..	1	..	..	..	..	..	..	..	a13	738
331. Bethlehem, Pa.		No data obtainable																							
332. Flint, Mich.		Partial report only																							
333. Laredo, Tex.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	540
	T	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	540
334. Ashland, Wis.	M	..	..	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	697
	F	..	..	..	2	4	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	665
	T	..	..	..	2	6	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	674
335. Oil City, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
	F	..	..	..	..	3	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	701
	T	..	..	..	..	3	4	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	8	738
336. Homestead, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	750
	T	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	750

a Including 1 assistant principal at $1,300.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
337. Raleigh, N. C.....		No d	ata o	btain	able																				
338. Leominster, Mass..	M	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	2	$1,025
	F	3	1	..	3	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	560
	T	3	1	..	3	1	1	1	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	12	638
339. Janesville, Wis.....	M	..	..	..	2	..	..	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	5	738
	F	..	..	..	5	2	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	670
	T	..	..	..	7	2	1	2	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	14	694
340. Ishpeming, Mich.....		No d	ata o	btain	able																				
341. Dunmore, Pa.....		No d	ata o	btain	able																				
342. Owensboro, Ky....	M	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	720
	F	1	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	585
	T	1	..	..	2	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	.	..	6	630
343. Pottstown, Pa.....	M	..	..	..	..	..	2	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	5	750
	F	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	750
	T	..	..	..	..	..	2	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	a6	750
344. Helena, Mont.....	M	..	..	..	..	..	..	..	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	3	930
	F	..	..	..	..	..	1	1	1	..	2	2	..	..	..	..	..	..	..	..	..	..	..	7	868
	T	..	..	..	..	..	1	1	1	..	4	3	..	..	..	..	..	..	..	..	..	..	..	10	887

a Including 1 assistant principal at $850.

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
345. Ithaca, N. Y.....M	..	..	..	..	..	..	..	..	..	..	..	3	..	1	..	..	..	..	..	..	..	..	4	$1,050
F	..	..	..	..	..	..	..	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	825
T	..	..	..	..	..	..	..	11	..	..	..	3	..	1	..	..	..	..	..	..	..	..	15	885
346. Kenosha, Wis.....	No data obtainable																						..	....
347. Marlboro, Mass....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	628
F	..	1	..	6	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	628
T	..	1	..	6	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	750
348. Glens Falls, N.Y.....	No data obtainable																						3	617
349. Chillicothe, O.....M	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	670
F	..	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	610
T	..	..	..	2	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	594
350. Menominee, Mich.M	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	602
F	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	900
T	..	..	4	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	533
351. Auburn, Me.....M	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	11	600
F	2	2	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
T	2	2	2	3	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..		
352. Elwood, Ind.....	No data obtainable																							

TABLE II—*Continued*

City		Number of High School Teachers (not including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
353. Ansonia, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	$ 625
	T	..	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	625
354. Dover, N. H.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
	F	..	..	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	600
	T	..	..	1	2	1	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	a5	680
355. Wausau, Wis.	M	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	720
	F	..	1	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	628
	T	..	1	..	1	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	658
356. E. Providence, R.I.	M	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	760
	F	..	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	570
	T	..	2	..	2	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	633
357. Cairo, Ill.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	810
	F	2	1	..	1	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	621
	T	2	1	..	1	..	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	644
358. Pittston, Pa.		No data obtainable																							
359. West Bay City, Mich.	M	..	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	575
	F	..	1	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	555
	T	..	1	5	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	564
360. Spartansburg, S. C.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	351
	T	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	351

a Including 1 assistant principal at $1,000.

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
361. Leadville, Colo.....M	..	..	..	..	..	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	4	$1,000
F	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	2	1,000
T	..	..	..	..	..	..	..	..	..	..	..	6	..	..	..	..	.	..	..	..	..	..	6	1,000
362. Westfield, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	2	1,500
F	..	..	..	..	1	1	..	2	..	..	..	1	..	2	..	..	..	..	..	..	..	..	7	907
T	..	..	..	..	1	1	..	2	..	..	..	1	..	2	..	..	2	..	..	..	..	..	9	1,039
363. Steelton, Pa.....	Partial report only																							
364. Marion, O.....M	..	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	2	833
F	..	1	2		3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	623
T	..	1	2	..	4	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	8	675
365. Piqua, O.....	No data obtainable																							
366. Fresno, Calif.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	4	1,250
F	..	..	..	..	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	5	950
T	..	..	..	..	..	..	..	..	..	..	5	..	..	4	..	..	..	..	..	..	..	..	9	1,083
367. Natchez, Miss.....M	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	765
F	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	520
T	..	2	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	602
368. Manitowoc, Wis.....M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	650
F	..	..	..	..	1	2	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	6	742
T	..	..	..	..	2	2	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	7	729

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
369. Greenville, S. C.....		No data obtainable																							
370. Columbia, Pa.....	M	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$ 360
	F	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	518
	T	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*a*3	465
371. Oklahoma, O. T...	M	..	..	..	2	2	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	5	722
	F	..	1	..	3	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	645
	T	..	1	..	5	2	2	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	*b*11	680
372. Hannibal, Mo....	M	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	720
	F	..	..	1	2	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	4	675
	T	..	..	1	3	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	6	690
373. Nanticoke, Pa.....		No data obtainable																							
374. Stillwater, Minn.....		No data obtainable																							
375. Marshalltown, Ia..	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
	F	..	2	1	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	610
	T	..	2	1	3	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	618
376. Lansingburg, N. Y.....	M	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	650
	F	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	600
	T	..	..	..	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	620

a Including 1 assistant principal at $585.

b Including 1 assistant principal at $1,000.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
377. Saratoga Springs, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	4	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	6	$767
	T	..	..	..	..	..	4	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	6	767
378. Massillon, O.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	700
	F	..	..	1	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	633
	T	..	..	1	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	650
379. Huntington, W. Va.	M	.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	573
	T	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	573
380. Attleboro, Mass.	M	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	600
	F	..	1	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	613
	T	..	1	..	3	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	608
381. Charleston, W. Va.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	1	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	592
	T	1	1	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	592
382. Galena, Kans.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	413
	T	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	413
383. Dunkirk, N. Y.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	700
	F	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	700
	T	..	..	..	..	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	700
384. Morristown, N. J.	M	..	..	..	..	..	.	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	750
	F	..	..	..	..	1	2	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	5	700
	T	..	..	..	..	1	2	2	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	a6	783

a Including 1 assistant principal at $1,100.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
385. Hornellsville, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	2	3	2	2	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	11	$618
	T	..	2	3	2	2	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	11	618
386. Greenwich, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
	F	..	..	..	1	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	700
	T	..	..	..	1	..	1	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	4	775
387. Milford, Mass.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	F	..	..	1	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	613
	T	..	..	1	1	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	650
388. Ironton, O.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
	F	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
	T	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	675
389. Fort Smith, Ark.	M	..	..	..	..	..	..	..	1	..	2	..	1	..	..	..	..	..	..	..	..	..	..	4	911
	F	..	..	..	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	735
	T	..	..	..	..	1	..	2	1	..	2	..	1	..	..	..	..	..	..	..	..	..	..	7	936
390. Denison, Tex.		No	data	obtainable									..												
391. Greensboro, N. C.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
392. Kearney, N. J.	M	..	..	..	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	2	975
	F	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	800
	T	..	..	..	..	..	1	..	..	1	1	..	..	1	..	..	..	..	..	..	..	..	..	4	888

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
393. Augusta, Me.		No data obtainable																								
394. Tiffin, Ohio	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	....
	F	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		$ 625
	T	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	625
395. Phillipsburg, N. J.	M	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	825
	F	..	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	725
	T	..	..	..	..	1	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	775
396. Sault Ste. Marie, Mich.	M	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	800
	F	..	..	2	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	620
	T	..	..	2	..	3	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	671
397. Pine Bluff, Ark.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,125
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,125
398. Alpena, Mich.		No data obtainable																								
399. Peabody, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	1,200
	F	..	1	..	1	1	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	664
	T	..	1	..	1	1	3	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	8	731
400. Framingham, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	1	1,400
	F	..	..	..	1	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	675
	T	..	..	..	1	1	4	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	*a*7	779

a Including 1 assistant principal at $1,400.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
401. Naugatuck, Conn.	M	..	..	..	..	1	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	3	$ 783
	F	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	750
	T	..	..	..	..	1	1	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	5	770
402. Corning, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	5	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	721
	T	..	..	..	..	..	5	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	721
403. Revere, Mass.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	F	1	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	550
	T	1	..	1	1	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	600
404. Rutland, Vt.	M	..	..	..	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	2	925
	F	1	..	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	570
	T	1	..	2	..	2	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	7	671
405. Adams, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	1	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	667
	T	..	1	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	667
406. Beloit, Wis.	M	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	594
	F	..	1	2	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	624
	T	..	1	3	1	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	618
407. Walla Walla, Wash.	M	..	..	..	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	2	825
	F	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	750
	T	..	..	..	..	..	..	4	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	5	780
408. Gardner, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	1,200
	F	..	3	..	3	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	605
	T	..	3	..	3	1	3	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	a11	659

a Including 1 assistant principal at $1,200.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
409. Baton Rouge, La....		Partial report only																							
410. Butler, Pa.....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	1	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	$619
	T	1	1	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	619
411. Weymouth, Mass..	M	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	725
	F	..	1	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	575
	T	..	1	..	3	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a6	625
412. Guthrie, Okla.....	M	..	..	..	..	..	5	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	6	750
	F	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	540
	T	..	3	..	..	..	5	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	9	680
413. Manchester, Conn ..		No data obtainable																							
414. Kokomo, Ind.....	M	..	..	1	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	648
	F	..	2	1	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	612
	T	..	2	2	1	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	630
415. Harrison, N. J....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
416. Geneva, N. Y.....	M	..	..	1	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	717
	F	..	..	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	600
	T	..	..	1	6	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	639

a Including 1 assistant principal at $750.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
417. Pittsburg, Kans.	M	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$ 540
	F	4	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	467
	T	4	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	483
418. Mankato, Minn.	M	..	..	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	675
	F	..	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	645
	T	..	..	..	3	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	660
419. Lawrence, Kans.	M	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	585
	F	..	5	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	574
	T	..	6	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	576
420. Sherman, Tex.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
421. Bath, Me.	M	..	..	..	1	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	3	800
	F	..	..	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	642
	T	..	..	..	2	2	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	6	721
422. Ottawa, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	1	..	..	..	3	1,333
	F	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	800
	T	..	..	..	..	..	..	..	2	..	..	..	..	..	..	2	..	..	..	1	..	..	..	5	1,120
423. Portsmouth, N. H.	M	..	..	(a)	..	(a)	(a)	(a)	(a)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(a)	(a)
	F	..	..	(a)	..	(a)	(a)	(a)	(a)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(a)	(a)
	T	..	..	1	..	2	1	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	725
424. Little Falls, N. Y.	M	..	..	..	..	..	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	2	925
	F	..	..	..	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	650
	T	..	..	..	2	..	2	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	6	742

a Not separately reported.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
425. Johnstown, N. Y.	M	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	$ 900
	F	..	..	4	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	600
	T	..	..	4	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	6	650
426. Jeffersonville, Ind.		No data obtainable																							
427. Millville, N. J.		No data obtainable																							
428. Southbridge, Mass.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	F	..	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	617
	T	..	..	1	..	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	663
429. Athens, Ga.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
430. Henderson, Ky.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	1	2	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	575
	T	..	1	2	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	575
431. Vincennes, Ind.		Partial report only																							
432. La Salle, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	2	3	..	..	..	..	1	..	..	..	6	1,283
	F	..	..	..	..	..	..	..	..	2	..	..	4	..	..	..	..	..	..	..	..	..	..	6	983
	T	..	..	..	..	..	..	..	..	2	..	..	4	2	3	..	..	..	..	1	..	..	..	a12	1,133

a Including 1 assistant principal at $1,750.

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
433. Winston, N. C.....	No d	ata o	btain	able																					
434. Peekskill, N. Y....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$550
T	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	550
435. Meadville, Pa.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	3	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	580
T	..	3	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	580
436. Marquette, Mich..M	..	..	..	..	..	..	..	1	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	3	933
F	..	..	..	..	..	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	750
T	..	..	..	..	..	2	..	3	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	7	829
437. Sioux Falls, S. Dak...	No d	ata o	btain	able																					
438. Beaver Falls, Pa...M	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	765
F	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	765
T	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	765
439. Hot Springs, Ark..M	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	638
F	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	600
T	..	..	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	619
440. Bellaire, O.....	No d	ata o	btain	able																					

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
441. Fort Scott, Kans.	M	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$ 698
	F	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	475
	T	6	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	531
442. Sunbury, Pa.	M	..	..	..	3	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	4	686
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	3	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	4	686
443. Pontiac, Mich.	M	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	850
	F	..	..	1	2	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	640
	T	..	..	1	2	1	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	6	675
444. Manchester, Va.		No	data	obtainable																					
445. Watertown, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
	F	..	..	..	..	1	2	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	5	730
	T	..	..	..	..	1	2	1	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	6	775
446. Ironwood, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	725
	T	..	..	..	..	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	725
447. Anniston, Ala.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
448. Bloomfield, N. J.	M	..	..	..	..	..	..	1	3	..	..	..	..	1	..	..	..	..	..	..	..	..	..	5	850
	F	..	..	..	..	..	..	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	4	813
	T	..	..	..	..	..	..	1	6	1	..	..	..	1	..	..	..	..	..	..	..	..	..	a9	833

a Including 1 assistant principal at $1,100.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
449. Jefferson City, Mo...		No d	ata o	btain	able																					
450. Adrian, Mich.....	M	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$800
	F	..	1	..	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	621
	T	..	1	..	1	4	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	666
451. Carlisle, Pa.....	M	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	575
	F	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	650
	T	..	..	1	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	613
452. Mattoon, Ill.....	M	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	553
	F	..	..	4	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	586
	T	..	..	6	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a7	576
453. Plymouth, Mass...	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	2	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	630
	T	..	..	..	2	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	650
454. Fargo, N. D.....		No d	ata o	btain	able																					
455. Middletown, Conn.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	F	..	1	4	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	584
	T	..	1	4	1	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	608
456. Escanaba, Mich...	M	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	750
	F	..	..	..	1	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	650
	T	..	..	..	1	3	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	667

a Including 1 assistant principal at $718.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
457. Hudson, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	2	2	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	$575
	T	..	2	2	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	575
458. West Chester, Pa.	M	..	..	..		..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	1	1,000
	F	..	..	..	..	1	..	..	2	..	2	..	2	..	..	..	..	..	..	..	..	..	..	..	7	864
	T	..	..	..	..	1	..	..	2	..	2	..	3	..	..	..	..	..	..	..	..	..	..	..	8	881
459. Stevens Point, Wis.		No data obtainable																								
460. Huntington, Ind.	M	..	..	..	..	..	..	2	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	4	831
	F	..	..	..	..	..	1	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	770
	T	..	..	..	..	..	1	4	3	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	*a*9	797
461. Natick, Mass.	M	..	..	..	8	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	9	644
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	8	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	*a*9	644
462. Frankfort, Ky.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	500
	T	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	500
463. Waterville, Me.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	F	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	500
	T	..	4	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*b*5	560
464. Amesbury, Mass.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	F	1	2	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	550
	T	1	2	..	..	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*b*6	592

a Including 1 assistant principal at $1,000.

b Including 1 assistant principal at $800.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
465. Olean, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	1	1	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	$650
	T	..	..	1	1	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	650
466. Anaconda, Mont.		Partial report only																								
467. Hackensack, N. J.		No data obtainable																								
468. Clarksville, Tenn.		No data obtainable																								
469. Beaumont, Tex.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	630
	T	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	630
470. Waukegan, Ill.	M	..	..	..	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	683
	F	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	750
	T	..	..	..	..	1	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	710
471. Carthage, Mo.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
	F	..	1	..	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	630
	T	..	1	..	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	645
472. Traverse City, Mich.	M	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	555
	F	1	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	555
	T	1	4	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	555

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
473. Port Jervis, N. Y. M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	$1,000
F	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	650
T	..	..	..	..	4	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	5	720
474. Hutchinson, Kans. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	585
T	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	585
475. Dubois, Pa..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	540
T	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	540
476. Paris, Tex.....	Partial report only																								
477. Corsicana, Tex.... M	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
F	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	675
T	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	675
478. Frederick, Md..... M	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	500
F	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19	298
T	19	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	20	309
479. Wakefield, Mass.. M	..	..	..	..	..	2	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	3	833
F	..	1	..	1	2	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	6	667
T	..	1	..	1	2	2	1	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	9	722
480. Madison, Ia..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	540
T	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	540

TABLE II—*Continued*

City		Number of High School Teachers (not including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
481. Iron Mt., Mich.	M	..	..	..	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	$ 713
	F	..	..	..	..	3	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	701
	T	..	..	..	..	4	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	706
482. Middletown, O.		Partial report only																							
483. Oskaloosa, Ia.	M	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	585
	F	..	3	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	585
	T	..	3	3	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	585
484. Webb City, Mo.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	540
	T	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	540
485. Phoenixville, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	494
	T	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	[a]5	494
486. Batavia, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	1	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	580
	T	..	1	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	580
487. Keene, N. H.	M	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	900
	F	..	..	..	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	630
	T	..	..	..	2	3	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	[b]6	675
488. Pasadena, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
	F	..	..	..	..	..	..	..	5	..	5	..	3	1	..	..	..	..	..	..	..	..	..	14	90
	T	..	..	..	..	..	..	..	5	..	5	..	4	1	..	..	..	..	..	..	..	..	..	[c]15	910

a Including 1 assistant principal at $570.

b Including 1 assistant principal at $900.

c Including 1 assistant principal at $1,100.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
489. Champaign, Ill.	M	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	$72
	F	..	..	..	..	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	720
	T	..	..	..	..	..	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	720
490. Newbern, N. C.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	400
	T	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	400
491. Brunswick, Ga.		Partial report only																								
492. N. Tonawanda, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	680
	T	..	..	..	..	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	680
493. Duquesne, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	720
	T	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	720
494. Cortland, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	570
	T	..	..	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	570
495 Lancaster, O.		No data obtainable																								
496. Alliance, O.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	700
	F	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	650
	T	.	..	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	667

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
497. Lincoln, Ill.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$ 700
	F	..	..	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	667
	T	..	..	..	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	675
498. Willimantic, Conn.	M	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	750
	F	..	..	..	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	638
	T	..	..	..	1	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	660
499. Lincoln, R. I.		No data obtainable																						..	....
500. Cumberland, R. I.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	467
	F	1	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	467
	T	1	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	900
501. Sharon, Pa.	M	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	675
	F	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	750
	T	..	..	..	..	2	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	653
502. Berlin, N. H.		Partial report only																						5	563
503. Boone, Ia.	M	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	588
	F	..	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	1,133
	T	..	1	4	1	1	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	7	771
504. Long Branch, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	*a*10	880
	F	..	1	..	..	..	..	..	5	..	1	..	..	..	..	..	..	..	..	..	..	..	..		
	T	..	1	..	..	..	..	..	5	..	1	..	2	..	..	..	1	..	..	..	..	..	..		

a Including 1 assistant principal at $1,400.

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
505. Chambersburg, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	$525
	T	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	525
506. Webster, Mass.	M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
	F	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	600
	T	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	600
507. Elyria, O.	M	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
	F	..	..	2	2	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	636
	T	..	..	2	2	2	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	644
508. Selma, Ala.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	800
	T	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	800
509. Owosso, Mich.	M	..	1	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	683
	F	..	2	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	550
	T	..	3	1	2	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	600
510. Xenia, O.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	F	..	..	..	..	1	..	3	1	..	1	..	1	..	..	..	..	..	..	..	..	..	..	7	800
	T	..	..	..	..	1	..	3	2	..	1	..	1	..	..	..	..	..	..	..	..	..	..	8	800
511. St. Cloud, Minn.		Partial report only																							
512. Wabash, Ind.	M	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	618
	F	..	..	5	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	604
	T	..	..	6	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	607

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
513. Arlington, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	$720
	F	..	..	..	..	..	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	720
	T	..	..	..	..	..	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	750
514. Washington, Ind.	M	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	750
	F	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	750
	T	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
515. Danvers, Mass.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	600
	F	1	..	2	2	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	625
	T	1	..	2	2	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
516. Stonington, Conn.		Partial report only																							
517. Merrill, Wis.		No data obtainable																						2	756
518. Warren, O.	M	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	671
	F	..	..	1	1	1	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	690
	T	..	..	1	1	1	4	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
519. Annapolis, Md.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	300
	F	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	300
	T	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
520. Rochester, N. H.	M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	575
	F	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	583
	T	..	1	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
521. Peru, Ind.....M	..	1	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	$ 600
F	1	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	585
T	1	2	..	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	638
522. Barre, Vt.....M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	1	1,000
F	1	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	513
T	1	2	..	1	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	5	610
523. Fremont, O.....M	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	765
F	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
T	..	..	..	1	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	720
524. Watertown, Wis...M	..	..	..	..	1	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	2	875
F	..	..	1	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	633
T	..	..	1	1	1	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	5	730
525. Plattsburg, N. Y...M	..	..	..	..	..	..	..	..	.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
F	..	1	..	3	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	6	667
T	..	1	..	3	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	6	667
526. Pekin, Ill	No data obtainable																								
527. Kewanee, Ill.....	Partial report only																								
528. Astoria, Ore.....M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	650
F	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	720
T	..	..	..	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	697

TABLE II—*Continued*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
529. Torrington, Conn.	M	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$850
	F	2	..	7	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	542
	T	2	..	7	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	11	570
530. Palestine, Tex.		No data obtainable																							
531. Ware, Mass.	M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
	F	..	..	..	3	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	638
	T	..	..	..	4	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	630
532. Titusville, Pa.	M	..	..	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	783
	F	..	..	3	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	606
	T	..	..	3	..	1	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	6	665
533. Cambridge, O.	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	585
	F	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	495
	T	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	525
534. Bowling Green Ky.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
535. Emporia, Kans.	M	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	630
	F	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	615
	T	..	..	3	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	621
536. Laramie, Wyo.		No data obtainable																							

TABLE II—*Continued*

City	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total High School Teachers	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
537. Rockland, Me.... M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$800
F	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	542
T	..	1	2	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a4	604
538. Columbus, Ind.... M	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	653
F	1	..	1	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	639
T	1	..	2	..	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	643
539. Chippewa Falls.... M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	630
Wis. F	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	675
T	..	..	..	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	666
540. Tyler, Tex..... M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
F	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	540
T	..	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	585
541. Huntsville, Ala.... M	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	540
F	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	360
T	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	420
542. Wellston, O..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	540
T	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	540
543. Warren, Pa..... M	..	..	..	..	1	1	1	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	5	836
F	..	..	..	1	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	3	744
T	..	..	..	1	1	2	1	..	1	..	..	2	..	..	..	..	..	..	..	..	..	..	8	801
544. Laconia, N. H.... M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	700
F	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	600
T	..	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	625

a Including 1 assistant principal at $800.

TABLE II—*Concluded*

City		Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of—																							Total High School Teachers	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
545. Danville, Pa.	M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$ 630
	F	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	598
	T	1	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	608
546. Moberly, Mo.	M	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	653
	F	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	495
	T	3	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	558
547. Cripple Creek, Colo.	M	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	2	1,080
	F	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	3	1,080
	T	..	..	..	..	..	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	5	1,080

TABLE III—CLASSIFIED YEARLY SALARIES OF PRINCIPALS OF ELEMENTARY SCHOOLS

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Elementary Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
1. New York, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	193	195	$3,310
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	5	18	3	..	..	189	223	2,312
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	5	18	4	1	..	382	a418	2,777
2. Chicago, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	2	3	7	3	..	3	102	121	2,288
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	2	2	3	2	1	4	90	105	2,279
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	4	5	10	5	1	7	192	226	2,284
3. Philadelphia, Pa.	M	..	..	..	..	..	..	..	..	..	..	9	..	..	..	3	..	2	5	2	..	1	61	83	2,017
	F	..	..	..	..	..	..	..	6	22	41	..	1	..	47	2	1	30	18	..	..	1	6	175	1,224
	T	..	..	..	..	..	..	..	6	22	41	9	1	..	47	5	1	32	23	2	..	2	67	b258	1,479
4. St. Louis, Mo.	M	..	..	..	..	..	..	..	..	1	1	..	1	1	4	1	..	2	2	..	5	4	31	53	1,970
	F	..	..	..	..	..	1	1	..	1	..	..	..	1	6	3	1	..	5	2	..	4	7	32	1,622
	T	..	..	..	..	..	1	1	..	2	1	..	1	2	10	4	1	2	7	2	5	8	38	85	1,839
5. Boston, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	58	58	3,137
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	58	58	3,137
6. Baltimore, Md.	M	..	..	..	..	..	1	..	..	..	8	..	3	..	20	..	..	15	..	..	..	..	..	47	1,221
	F	..	..	..	..	..	..	..	..	..	36	6	3	2	10	..	..	..	..	..	..	..	..	57	970
	T	..	..	..	..	..	1	..	..	..	44	6	6	2	30	..	..	15	..	..	..	..	..	c104	1,084
7. Cleveland, O.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	1	..	..	1	..	..	..	3	1,433
	F	..	..	..	..	..	1	6	1	..	4	2	..	1	5	6	1	31	9	1	..	..	..	68	1,329
	T	..	..	..	..	..	1	6	1	..	4	2	..	1	6	6	2	31	9	2	..	..	..	71	1,334
8. Buffalo, N. Y.	M	..	..	..	..	..	1	..	1	..	..	..	..	..	1	2	1	2	23	16	3	..	1	51	1,590
	F	..	..	..	..	..	1	..	1	..	..	..	1	1	1	1	2	2	1	..	..	..	..	11	1,227
	T	..	..	..	..	..	2	..	2	..	..	..	1	1	2	3	3	4	24	16	3	..	1	d62	1,526

a Including 10 acting principals at $1,440 to $1,735, average $1,496, and 6 heads of departments at $1,600.

b Including 161 supervising principals at $1,250 to $2,500, average $1,746.

c Classed as vice-principals in school directory; do not include 22 group principals at $1,800 to $2,000, average $1,991.

d Not including 1 supervisor of grammar and 1 of primary grades at $2,000 each.

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Element'y Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
9. San Francisco, Calif. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13	13	$2,160
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	18	..	..	5	..	10	40	1,719
T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	18	..	..	5	..	23	53	1,827
10. Pittsburg, Pa. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	4	7	..	1	..	15	29	1,874
F	..	..	..	..	..	..	..	..	..	37	..	15	11	6	..	..	3	2	..	2	..	3	79	1,083
T	..	..	..	..	..	..	..	..	..	37	..	15	11	6	2	..	7	9	..	3	..	18	108	1,295
11. Cincinnati, O. M	..	..	..	..	..	..	..	..	..	1	..	..	..	1	..	12	2	1	1	7	21	3	49	1,714
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	....
T	..	..	..	..	..	..	..	..	..	1	..	..	..	1	..	12	2	1	1	7	21	3	49	1,741
12. Milwaukee, Wis. M	..	..	..	..	..	..	..	..	..	..	..	..	2	1	7	2	..	1	28	..	..	..	41	1,574
F	..	..	..	..	..	..	..	..	..	..	..	2	1	1	5	1	..	..	..	..	..	..	10	1,225
T	..	..	..	..	..	..	..	..	..	..	..	2	3	2	12	3	..	1	28	..	..	..	a51	1,506
13. Detroit, Mich. M	..	..	..	..	..	..	..	..	..	2	..	..	1	1	3	..	3	1	2	7	..	..	20	1,511
F	..	..	..	..	..	..	..	..	8	14	..	..	1	..	20	..	4	2	1	..	..	..	50	1,150
T	..	..	..	..	..	..	..	..	8	16	..	..	2	1	23	..	7	3	3	7	..	..	70	1,253
14. New Orleans, La. M	..	..	..	..	..	..	..	..	..	1	5	..	..	..	..	..	..	..	..	..	..	..	6	975
F	..	..	2	5	3	4	9	21	..	5	10	..	..	..	..	..	..	..	..	..	..	..	59	805
T	..	..	2	5	3	4	9	21	..	6	15	..	..	..	..	..	..	..	..	..	..	..	65	821
15. Washington, D.C. M	..	..	..	..	..	..	1	1	2	..	..	10	..	..	1	..	2	..	..	..	..	..	17	1,035
F	..	..	..	..	1	1	4	5	15	1	..	51	..	10	4	..	1	..	..	..	..	..	93	992
T	..	..	..	..	1	1	5	6	17	1	..	61	..	10	5	..	3	..	..	..	..	..	b110	999
16. Newark, N. J. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	..	2	2	2	26	36	2,017
F	..	..	..	..	..	..	..	..	1	..	..	..	..	4	..	1	..	..	..	..	..	..	6	1,175
T	..	..	..	..	..	..	..	..	1	..	..	..	..	4	..	1	4	..	2	2	2	26	42	1,896

a Not including 1 supervisor of grades at $2,500.

b Not including 13 supervising principals at $2,000 and 1 director of primary work at $1,500.

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																					Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
17. Jersey City, N.J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	15	15	$2,380
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	3	2	22	..	1	..	..	..	1	29	1,431
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	3	2	22	..	1	..	..	..	16	44	1,754
18. Louisville, Ky.	M	..	..	..	..	..	..	1	..	..	2	..	1	..	3	..	..	4	1	2	..	..	..	14	1,315
	F	..	..	..	..	..	..	10	..	..	..	..	3	3	10	3	1	1	..	..	..	..	..	31	1,077
	T	..	..	..	..	..	..	11	..	..	2	..	4	3	13	3	1	5	1	2	..	..	..	a45	1,151
19. Minneapolis, Minn.	M	..	..	..	..	..	..	..	..	..	..	..	1	1	1	3	1	1	1	..	..	..	..	9	1,322
	F	..	..	..	..	..	..	..	9	2	1	..	8	..	12	12	2	1	..	..	..	..	..	47	1,117
	T	..	..	..	..	..	..	..	9	2	1	..	9	1	13	15	3	2	1	..	..	..	..	56	1,150
20. Indianapolis, Ind.	M	..	..	..	..	..	1	..	1	1	..	..	..	1	3	..	..	..	..	..	..	..	..	7	1,014
	F	..	..	..	..	..	2	1	7	..	1	..	10	3	5	..	..	..	..	..	..	..	..	29	971
	T	..	..	..	..	..	3	1	8	1	1	..	10	4	8	..	..	..	..	..	..	..	..	b36	979
21. Providence, R. I.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	14	15	1,967
	F	..	..	1	..	48	8	1	6	4	..	..	..	..	..	..	..	..	..	..	..	..	..	68	688
	T	..	..	1	..	48	8	1	6	4	..	..	..	..	..	..	..	1	..	..	..	..	14	83	919
22. Kansas City, Mo.	M	..	..	..	..	3	..	..	..	..	1	1	..	1	2	4	1	5	8	..	..	..	..	26	1,350
	F	..	..	..	..	2	..	..	..	..	4	..	2	2	2	1	..	3	6	..	..	..	..	22	1,256
	T	..	..	..	..	5	..	..	..	..	5	1	2	3	4	5	1	8	14	..	..	..	..	48	1,307
23. St. Paul, Minn.	M	..	..	..	..	..	..	1	..	..	..	1	..	1	2	..	1	1	..	..	..	..	..	7	1,171
	F	..	..	..	..	..	1	4	..	2	1	..	..	14	7	..	6	..	..	..	..	..	..	35	1,111
	T	..	..	..	..	..	1	5	..	2	1	1	..	15	9	..	7	1	..	..	..	..	..	c42	1,121
24. Rochester, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	1	..	..	9	..	1	..	..	12	1,583
	F	..	..	..	..	3	..	2	2	..	1	1	1	9	..	..	..	..	..	..	..	..	..	19	937
	T	..	..	..	..	3	..	2	2	..	1	1	1	10	..	1	..	..	9	..	1	..	..	31	1,187

a Including 1 assistant principal at $1,200.

b Not including 19 supervising principals at $1,200 to $1,500, average $1,439.

c Not including 3 supervisors at $1,300.

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																					Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
25. Toledo, O.	M	..	..	..	..	..	..	..	..	..	1	..	2	5	..	..	..	..	..	..	..	..	..	8	$1,063
	F	..	..	..	..	..	1	..	2	..	10	4	9	..	..	..	..	..	..	..	..	..	..	26	932
	T	..	..	..	..	..	1	..	2	..	11	4	11	5	..	..	..	..	..	..	..	..	..	34	964
26. Denver, Colo.	M	..	..	..	..	..	..	..	..	..	..	2	4	1	..	4	..	10	5	..	3	..	2	31	1,444
	F	..	..	..	..	..	..	..	..	..	..	3	2	2	..	4	..	2	1	..	..	..	1	15	1,267
	T	..	..	..	..	..	..	..	..	..	..	5	6	3	..	8	..	12	6	..	3	..	3	46	1,386
27. Allegheny, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	4	..	5	7	19	1,884
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	2	1,650
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	5	..	5	7	21	1,862
28. Columbus, O.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	F	..	..	..	..	..	..	..	..	1	..	1	5	26	..	..	..	..	..	..	..	..	..	33	1,116
	T	..	..	..	..	..	..	..	..	1	..	1	5	26	..	..	..	..	..	..	..	..	..	33	1,116
29. Worcester, Mass.	M	..	..	..	3	..	..	1	..	..	..	..	1	1	..	1	..	1	..	2	..	1	..	11	1,164
	F	..	..	..	2	1	6	..	1	..	..	..	5	3	3	1	..	..	..	..	..	..	..	22	925
	T	..	..	..	5	1	6	1	1	..	..	..	6	4	3	2	..	1	..	2	..	1	..	a33	1,005
30. Los Angeles, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	2	..	2	3	2	2	2	1	2	1	..	17	1,478
	F	..	..	..	..	..	..	..	..	1	2	1	11	2	12	5	1	4	1	2	..	..	..	42	1,219
	T	..	..	..	..	..	..	..	..	1	2	1	13	2	14	8	3	6	3	3	2	1	..	59	1,294
31. New Haven, Conn.	M	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	.	..	..	..	1	850
	F	..	1	..	10	5	5	1	..	..	1	1	4	..	..	..	..	..	..	..	..	..	..	28	720
	T	..	1	..	10	5	5	1	..	1	1	1	4	..	..	..	..	..	..	..	..	..	..	b29	724
32. Syracuse, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	9	..	..	10	1,740
	F	..	..	..	..	..	1	..	..	..	..	..	22	..	..	..	..	..	..	..	..	..	..	23	987
	T	..	..	..	..	..	1	..	..	..	..	..	22	..	1	..	..	..	..	..	9	..	..	33	1,215

a Not including 8 supervising principals at $2,000 to $2,300, average $2,188.

b Not including 11 supervising principals at $1,200 to $2,300, average $2,055.

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																					Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
33. Fall River, Mass.	M	..	..	..	..	..	..	..	..	..	1	..	1	3	..	..	..	..	4	..	..	..	..	9	$1,289
	F	..	..	6	18	4	..	7	..	..	..	..	..	1	..	1	1	..	..	..	..	..	..	38	684
	T	..	..	6	18	4	..	7	..	..	1	..	1	4	..	1	1	..	4	..	..	..	..	47	800
34. Memphis, Tenn.	M	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	2	1,035
	F	..	..	..	..	..	..	..	..	2	..	..	..	7	..	..	..	..	..	..	..	..	..	9	1,065
	T	..	..	..	..	..	..	..	..	2	..	1	1	7	..	..	..	..	..	..	..	..	..	11	1,060
35. Omaha, Neb.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	4	..	1	1	6	3	5	7	3	4	..	..	..	..	..	..	34	1,119
	T	..	..	..	..	..	..	4	..	1	1	6	3	5	7	3	4	..	..	..	..	..	..	34	1,119
36. Paterson, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	..	..	8	..	..	17	1,641
	F	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	2	900
	T	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	9	..	..	8	..	..	19	1,563
37. St. Joseph, Mo.	M	..	..	1	..	1	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	5	783
	F	..	..	5	..	4	..	..	..	18	..	..	..	..	..	..	..	..	..	..	..	..	..	27	797
	T	..	..	6	..	5	..	..	..	21	..	..	..	..	..	..	..	..	..	..	..	..	..	32	795
38. Scranton, Pa.	M	..	..	..	..	..	..	..	8	4	1	9	..	..	..	..	..	..	..	..	..	..	..	22	875
	F	..	..	..	..	..	2	..	2	1	1	8	..	..	..	..	..	..	..	..	..	..	..	14	882
	T	..	..	..	..	..	2	..	10	5	2	17	..	..	..	..	..	..	..	..	..	..	..	36	878
39. Lowell, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	9	2,000
	F	..	..	..	7	26	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	645
	T	..	..	..	7	26	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	42	935
40. Portland, Ore.	M	..	..	..	..	..	..	..	2	2	3	..	..	2	1	2	3	1	7	..	..	..	..	23	1,274
	F	..	..	..	..	..	..	..	..	1	1	..	..	..	1	..	..	1	..	..	..	..	..	4	1,125
	T	..	..	..	..	..	..	..	2	3	4	..	..	2	2	2	3	2	7	..	..	..	..	27	1,252

TABLE I II—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Elementary Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
41. Cambridge, Mass... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	9	11	$2,018
F	..	..	..	..	..	..	17	1	..	3	..	1	..	..	..	..	..	..	..	..	..	1	23	853
T	..	..	..	..	..	..	17	1	..	3	..	1	..	..	..	..	..	..	..	2	..	10	34	1,230
42. Atlanta, Ga..... M	..	..	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	667
F	..	..	..	..	2	..	..	2	..	..	..	..	9	6	..	..	..	..	..	..	..	..	19	1,063
T	..	..	..	..	4	1	..	2	..	..	..	..	9	6	..	..	..	..	..	..	..	..	22	1,009
43. Albany, N. Y..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13	..	13	1,900
F	..	..	..	..	..	..	..	..	..	..	..	1	..	8	..	..	..	..	..	..	..	..	9	1,178
T	..	..	..	..	..	..	..	..	..	..	..	1	..	8	..	..	..	..	..	..	13	..	22	1,605
44. Dayton, Ohio..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13	..	..	..	..	..	..	13	1,425
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	..	..	..	..	..	..	9	1,425
T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	22	..	..	..	..	..	..	22	1,425
45. Seattle, Wash..... M	..	..	..	..	..	..	..	..	..	..	..	2	2	..	1	2	2	7	..	..	..	..	16	1,416
F	..	..	..	..	..	..	..	..	..	..	..	3	1	..	2	2	..	..	..	..	..	..	8	1,213
T	..	..	..	..	..	..	..	..	..	..	..	5	3	..	3	4	2	7	..	..	..	..	24	1,348
46. Grand Rapids, Mich. M	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	1	..	..	..	..	3	1,197
F	..	..	..	..	5	..	3	10	5	2	6	..	..	..	..	..	..	..	..	..	..	..	31	834
T	..	..	..	..	5	..	3	10	5	2	7	1	..	..	..	..	..	1	..	..	..	..	34	866
47. Hartford, Conn.....	Partial report only																							
48. Richmond, Va..... M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	15	..	..	..	..	..	..	..	16	1,336
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
T	..	..	..	..	..	..	..	..	..	..	..	..	1	..	15	..	..	..	..	..	..	..	16	1,336

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Elementary Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
49. Reading, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
50. Nashville, Tenn.	M	..	..	..	..	..	1	1	..	1	1	..	2	..	..	..	..	4	..	..	..	..	..	10	$1,140
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	1	1	..	1	1	..	2	..	..	..	..	4	..	..	..	..	..	10	1,140
51. Wilmington, Del.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	3	..	3	15	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	25	614
	T	3	..	3	15	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	25	614
52. Camden, N. J.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	1	1	1	..	..	..	..	..	..	4	1,213
	F	..	..	..	4	..	1	..	12	..	2	..	8	..	2	..	..	..	..	..	..	..	..	29	872
	T	..	..	..	4	..	1	..	13	..	2	..	8	..	3	1	1	..	..	..	..	..	..	[a]33	914
53. Bridgeport, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	2	..	..	..	..	3	1,567
	F	..	..	..	..	3	1	..	2	8	1	..	1	..	..	..	..	2	..	..	..	..	..	18	890
	T	..	..	..	..	3	1	..	2	8	1	..	1	..	..	..	..	3	2	..	..	..	..	21	987
54. Trenton, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	3	..	..	..	..	..	4	1,425
	F	..	..	..	..	..	6	..	6	..	8	..	..	..	..	..	..	..	..	..	..	..	..	20	810
	T	..	..	..	..	..	6	..	6	..	8	..	..	..	1	..	..	3	..	..	..	..	..	24	913
55. Troy, N. Y.	M	..	..	..	..	..	1	..	..	..	..	..	1	..	4	..	..	..	..	..	..	..	..	6	1,088
	F	..	1	..	..	25	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	657
	T	..	1	..	..	25	6	..	..	..	..	..	1	..	4	..	..	..	..	..	..	..	..	[b]37	727
56. Lynn, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	..	..	5	1,800
	F	..	..	..	11	17	2	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	33	698
	T	..	..	..	11	17	2	..	..	..	..	..	..	..	3	..	..	..	..	..	5	..	..	38	843

a Including 5 supervising principals at $1,000 to $1,450, average $1,260.

b Not including 1 supervisor of primary work at $750.

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
57. Oakland, Calif.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	1	..	3	..	..	6	12	$1,758
F	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	1	..	3	..	..	1	6	1,633
T	..	..	..	..	..	..	..	..	..	..	..	..	..	2	1	..	2	..	6	..	..	7	18	1,717
58. New Bedford.....M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	4	..	5	1,680
Mass. F	..	..	..	2	2	3	4	6	..	2	1	..	..	..	..	..	..	..	..	..	1	..	21	814
T	..	..	..	2	2	3	4	7	..	2	1	..	..	..	..	..	..	..	..	..	5	..	26	981
59. Somerville, Mass....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	..	10	1,900
F	..	..	..	..	..	4	4	..	..	..	..	3	..	..	..	..	..	..	..	..	2	..	13	985
T	..	..	..	..	..	4	4	..	..	..	..	3	..	..	..	..	..	..	..	..	12	..	23	1,383
60. Lawrence, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	2	..	1	..	2	6	1,750
F	..	1	8	5	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	17	579
T	..	1	8	5	3	..	..	..	..	..	..	..	..	..	..	..	1	2	..	1	..	2	23	885
61. Springfield, Mass....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	1	..	..	..	5	8	1,825
F	..	..	..	..	..	4	2	2	2	1	..	5	..	..	..	..	..	..	..	..	..	1	17	912
T	..	..	..	..	..	4	2	2	2	1	..	5	..	..	..	..	2	1	..	..	..	6	25	1,204
62. Des Moines, Iowa.....	Partial report only																							
63. Savannah, Ga.....M	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	8	..	..	11	1,582
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	1	1,800
T	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	9	..	..	12	1,600
64. Hoboken, N. J.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	..	..	7	1,800
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	2	1,800
T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	..	..	9	1,800

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Elementary Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
65. Peoria, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	..	..	..	8	..	..	16	$1,600
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	1,200
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	8	..	..	..	8	..	..	17	1,576
66. Evansville, Ind.	M	..	..	..	..	..	..	..	4	..	1	..	3	..	1	..	..	..	..	..	..	..	..	9	922
	F	..	..	..	..	..	..	..	..	..	..	..	6	..	..	..	..	..	..	..	..	..	..	6	1,000
	T	..	..	..	..	..	..	..	4	..	1	..	9	..	1	..	..	..	..	..	..	.	..	15	953
67. Manchester, N. H.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	6	..	..	..	..	..	7	1,429
	F	..	..	..	3	..	1	..	4	..	..	..	..	..	1	..	..	..	..	..	..	..	..	9	767
	T	..	..	..	3	..	1	..	4	..	..	..	1	..	1	..	..	6	..	..	..	..	..	16	1,056
68. Utica, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	2	2	..	..	..	..	..	1	..	..	5	1,280
	F	..	..	2	..	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13	638
	T	..	..	2	..	11	..	..	..	..	..	..	..	2	2	..	..	..	..	..	1	..	..	18	817
69. San Antonio, Tex.	M	..	..	..	..	..	..	..	..	..	..	4	3	3	1	..	..	..	..	..	..	..	..	11	1,089
	F	..	..	..	..	..	..	..	..	..	8	1	1	4	..	..	..	..	..	..	..	..	..	14	996
	T	..	..	..	..	..	..	..	..	..	8	5	4	7	1	..	..	..	..	..	..	..	..	25	1,037
70. Duluth, Minn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	1	2	..	..	1	2	9	..	..	..	..	..	..	..	..	..	15	1,030
	T	..	..	..	..	..	..	1	2	..	..	1	2	9	..	..	..	..	..	..	..	..	..	15	1,030
71. Salt Lake City, Utah.	M	..	..	..	..	..	..	..	..	..	2	1	..	..	..	1	11	..	..	..	..	..	..	15	1,332
	F	..	..	..	..	..	..	..	1	..	..	2	1	1	1	..	1	..	..	..	..	..	..	7	1,084
	T	..	..	..	..	..	..	..	1	..	2	3	1	1	1	1	12	..	..	..	..	..	..	22	1,253
72. Waterbury, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	1	..	1	..	3	1,583
	F	..	..	..	..	..	5	3	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	11	755
	T	..	..	..	..	..	5	3	2	1	..	..	..	1	..	..	..	..	..	1	..	1	..	a14	933

a Not including 1 supervisor of primary schools at $850.

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
73. Elizabeth, N. J.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	..	..	5	$ 1,800
F	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	2	..	..	..	..	..	4	1,250
T	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	2	..	..	5	..	..	9	1,556
74. Erie, Pa.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	..	..	..	3	..	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	17	745
T	..	..	..	..	3	..	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	17	745
75. Charleston, S. C.....	Partial report only																							
76. Wilkesbarre, Pa....M	..	..	..	..	1	1	..	2	3	1	4	1	..	5	..	..	..	..	..	..	..	..	18	974
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	..	1	1	..	2	3	1	4	1	..	5	..	..	..	..	..	..	..	..	18	974
77. Kansas City, Kans..M	..	1	..	..	2	3	1	..	5	3	2	3	..	..	..	..	..	..	..	..	..	..	20	850
F	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	540
T	..	2	..	..	2	3	1	..	5	3	2	3	..	..	..	..	..	..	..	..	..	..	21	835
78. Norfolk, Va.....M	..	..	..	..	..	..	1	..	..	1	1	2	3	..	1	3	..	..	..	..	..	..	12	1,133
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	..	..	..	1	..	..	1	1	2	3	..	1	3	..	..	..	..	..	..	12	1,133
79. Harrisburg, Pa.....M	..	..	1	..	..	5	2	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	729
F	..	..	6	..	..	7	6	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	686
T	..	..	7	..	..	12	8	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	702
80. Yonkers, N. Y.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	..	..	..	..	..	..	6	2	..	..	2	..	..	..	1	..	..	1	1	2	1	16	1,203
T	..	..	..	..	..	..	..	6	2	..	..	2	..	..	..	1	..	..	1	1	2	1	16	1,203

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Elementary Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
81. Portland, Me.	No data obtainable																							
82. Houston, Tex.	Partial report only																							
83. Holyoke, Mass. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	4	6	$1,833
F	..	..	..	..	..	..	..	5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	6	808
T	..	..	..	..	..	..	..	5	1	..	..	..	..	..	..	..	2	..	..	..	..	4	12	1,321
84. Youngstown, O. M	..	..	..	..	..	..	..	..	..	..	..	1	..	9	..	..	..	..	..	..	..	..	10	1,180
F	..	..	..	2	2	1	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	8	813
T	..	..	..	2	2	1	..	..	..	..	..	1	3	9	..	..	..	..	..	..	..	..	18	1,017
85. Fort Wayne, Ind. M	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	2	1,000
F	..	..	..	3	..	..	..	4	..	2	..	3	1	..	..	..	..	..	..	..	..	..	13	838
T	..	..	..	3	..	..	..	4	..	2	..	5	1	..	..	..	..	..	..	..	..	..	15	860
86. Akron, O. M	..	..	..	..	..	..	..	..	..	..	..	1	4	1	..	..	..	..	..	..	..	..	6	1,108
F	..	..	..	..	..	1	1	2	..	2	..	..	1	..	..	..	..	..	..	..	..	..	7	850
T	..	..	..	..	..	1	1	2	..	2	..	1	5	1	..	..	..	..	..	..	..	..	13	969
87. Tacoma, Wash. M	..	..	..	..	..	..	..	2	..	..	1	1	3	..	3	1	..	..	..	..	..	..	11	1,114
F	..	..	..	..	..	..	..	..	..	1	1	2	..	..	4	..	..	..	..	..	..	..	8	1,138
T	..	..	..	..	..	..	..	2	..	1	2	3	3	..	7	1	..	..	..	..	..	..	19	1,124
88. Covington, Ky. (*a*)	No data obtainable																							
89. Lancaster, Pa. M	..	..	..	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	660
F	7	3	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	512
T	7	3	..	..	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19	567

a Principals (number not reported) included in teachers.

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or nder $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
90. Lincoln, Neb.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$ 711
	F	..	..	..	1	1	3	2	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	15	769
	T	..	..	..	1	1	4	2	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	16	766
91. Dallas, Tex.		Partial report only																							
92. Brockton, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	4	..	..	1	7	1,693
	F	..	..	..	6	..	1	..	2	..	..	..	..	..	..	..	1	..	..	..	..	..	..	10	733
	T	..	..	..	6	..	1	..	2	..	..	..	..	..	..	..	1	2	..	4	..	..	1	17	1,128
93. Schenectady, N.Y.	M	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	2	1,125
	F	..	..	..	..	3	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	721
	T	..	..	..	..	3	..	3	2	..	..	..	..	..	..	..	..	1	..	..	..	..	..	9	811
94. Pawtucket, R.I.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	2	2	..	..	..	..	..	..	..	4	1,250
	F	..	1	1	9	4	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	16	653
	T	..	1	1	9	4	..	..	..	..	..	..	..	..	2	3	..	..	..	..	..	..	..	20	772
95. Birmingham, Ala.	M	1	2	..	1	..	..	..	..	..	1	..	..	..	..	2	..	..	..	..	..	..	..	7	835
	F	..	..	..	..	..	..	2	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	3	970
	T	1	2	..	1	..	..	2	..	..	1	..	..	..	..	3	..	..	..	..	..	..	..	10	875
96. Little Rock, Ark.		Partial report only																							
97. Spokane, Wash.	M	..	..	..	..	..	..	..	1	..	..	..	1	3	..	..	..	..	..	..	..	..	..	5	1,066
	F	..	..	..	..	..	..	1	2	1	2	2	4	1	1	..	..	..	..	..	..	..	..	14	973
	T	..	..	..	..	..	..	1	3	1	2	2	5	4	1	..	..	..	..	..	..	..	..	19	997
98. Altoona, Pa.	M	..	..	..	..	..	..	1	2	4	4	1	..	..	..	..	..	..	..	..	..	..	..	12	866
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	1	2	4	4	1	..	..	..	..	..	..	..	..	..	..	..	12	866

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
99. Augusta, Ga.	M	..	..	..	..	..	..	..	..	2	..	..	..	..	5	..	..	..	..	..	..	..	..	7	$1,104
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	2	..	..	..	..	5	..	..	..	..	..	..	..	..	7	1,104
100. Saginaw, Mich.	M	..	..	..	..	..	..	..	..	..	1	..	2	2	..	..	..	..	..	..	..	..	..	5	1,030
	F	..	..	..	..	..	..	2	2	1	2	..	..	..	..	..	..	..	..	..	..	..	..	7	821
	T	..	..	..	..	..	..	2	2	1	3	..	2	2	..	..	..	..	..	..	..	..	..	12	908
101. Binghamton, N. Y.		Parti	al rep	ort on	ly																				
102. Mobile, Ala.		Parti	al rep	ort on	ly																				
103. South Bend, Ind.		No d	ata o	btain	able																				
104. Wheeling, W.Va.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	4	..	..	..	..	..	..	..	5	1,280
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	3	1,300
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	1	7	..	..	..	..	..	..	..	8	1,288
105. Springfield, O.		No d	ata o	btain	able																				
106. Johnstown, Pa.	M	..	..	..	4	6	1	1	5	2	1	..	..	..	..	..	..	..	..	..	..	..	..	20	737
	F	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	686
	T	..	..	..	4	8	1	1	5	2	1	..	..	..	..	..	..	..	..	..	..	..	..	22	732
107. Haverhill, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	1	2	..	..	..	..	..	..	..	4	1,225
	F	1	..	2	3	..	..	2	..	..	1	..	1	2	..	..	..	..	..	..	..	..	..	12	750
	T	1	..	2	3	..	..	2	..	..	1	..	1	3	1	2	..	..	..	..	..	..	..	16	869
108. Terre Haute, Ind.	M	..	..	..	..	2	..	1	..	..	2	1	5	1	..	..	..	..	..	..	..	..	..	12	930
	F	..	..	..	2	..	1	2	..	2	3	..	1	..	..	..	..	..	..	..	..	..	..	11	811
	T	..	..	..	2	2	1	3	..	2	5	1	6	1	..	..	..	..	..	..	..	..	..	a23	873

a Including 3 supervisors of grades at $850 to $1,100, average $992.

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
109. Allentown, Pa.	M	..	..	..	3	1	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	$ 678
	F	1	1	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	577
	T	1	1	..	5	2	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	16	646
110. McKeesport, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	2	1	5	..	..	1	..	..	..	..	..	9	1,189
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	T	..	..	..	..	..	..	..	..	..	..	..	2	1	5	..	..	1	..	..	..	..	..	9	1,189
111. Dubuque, Iowa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	2	1	..	..	..	..	4	1,500
	F	..	..	..	1	..	..	..	2	..	..	..	1	1	..	..	..	..	..	..	..	..	..	5	860
	T	..	..	..	1	..	..	..	2	..	..	..	1	1	..	..	1	2	1	..	..	..	..	9	1,144
112. Davenport, Iowa.	M	..	..	..	..	..	..	..	..	..	..	..	2	1	9	..	..	..	.	..	..	..	..	12	1,158
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	.	..	..	..	..	1	1,300
	T	..	..	..	..	..	..	.	..	..	..	..	2	1	9	1	..	..	..	..	..	..	..	13	1,169
113. Quincy, Ill.		No d	ata o	btain	able																				
114. Salem, Mass.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	5	..	..	6	1,633
	F	..	..	..	..	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	15	650
	T	..	..	..	..	15	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	5	..	..	21	931
115. Elmira, N.Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	..	..	..	..	.	..	..	6	1,450
	F	..	..	..	..	..	..	..	..	..	..	2	..	..	1	..	1	..	..	..	..	..	..	..	4	1,113
	T	..	..	..	..	..	..	..	..	..	..	2	..	..	1	..	7	..	..	..	..	..	..	..	10	1,315
116. Malden, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	2	..	2	1	..	..	6	1,600
	F	..	..	..	..	..	5	..	..	..	..	2	..	..	..	1	..	1	..	..	..	..	..	9	900
	T	..	..	..	..	..	5	..	..	..	..	2	..	..	..	1	1	3	..	2	1	..	..	15	1,180

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																					Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
117. Bayonne, N.J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	..	6	$1,900
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	1	1,900
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	..	7	1,900
118. Superior, Wis.	M	..	..	..	..	..	..	1	1	..	1	.	..	4	..	..	..	..	..	..	..	..	..	7	980
	F	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	2	875
	T	..	..	..	..	..	..	1	1	1	2	..	..	4	..	..	..	..	..	..	..	..	..	9	957
119. York, Pa.	M	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	563
	F	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	489
	T	8	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	504
120. Newton, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	1	1	7	10	1,880
	F	..	..	..	..	..	..	..	..	..	..	..	12	..	..	..	..	..	..	..	..	..	..	12	1,000
	T	..	..	..	..	..	..	..	..	..	..	..	12	1	..	..	..	..	..	..	1	1	7	22	1,400
121. Springfield, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	2	..	1	..	4	2	..	..	..	..	..	9	1,322
	F	..	..	..	..	1	1	..	1	..	1	..	1	..	..	..	.	..	..	..	..	..	..	5	810
	T	..	..	..	..	1	1	..	1	..	1	..	3	..	1	..	4	2	..	..	..	..	..	14	1,139
122. Butte, Mont.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	3	..	..	..	..	..	..	..	4	1,275
	F	..	..	..	..	..	..	..	..	..	..	.	5	4	2	..	..	..	..	..	..	..	..	11	1,086
	T	..	..	..	..	..	..	..	..	..	..	..	5	4	3	3	..	..	..	.	..	..	..	15	1,137
123. Chester, Pa.	M	..	..	..	1	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	2	808
	F	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	594
	T	..	..	1	2	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	4	701
124. Chelsea, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	3	1,800
	F	..	..	..	..	..	4	..	1	1	1	1	1	..	..	..	..	..	..	..	..	..	..	9	826
	T	..	..	..	..	..	4	..	1	1	1	1	1	..	..	..	..	..	..	..	3	..	..	12	1,069

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
125. Topeka, Kans.	M	..	..	..	..	..	5	..	..	..	1	..	6	..	..	..	..	..	..	..	..	..	..	12	$ 896
	F	..	..	1	1	..	2	1	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	9	767
	T	..	..	1	1	..	7	1	2	..	3	..	6	..	..	..	.	..	..	..	..	..	..	21	841
126. Fitchburg, Mass.	M	..	..	..	..	..	..	..	..	..	2	..	1	..	3	..	..	..	..	..	..	..	..	6	1,067
	F	..	..	..	..	..	..	..	1	..	..	..	2	..	..	..	..	..	..	..	..	..	..	3	933
	T	..	..	..	..	..	..	..	1	..	2	..	3	..	3	..	..	..	..	..	..	..	..	9	1,022
127. Knoxville, Tenn.	M	2	..	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	602
	F	2	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	558
	T	4	..	..	1	4	..	1	..	..	..	..	..	..	..	..	..	..	.	..	..	..	..	10	584
128. East St. Louis, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	9	..	..	..	..	..	..	..	..	9	1,200
	F	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	750
	T	..	..	..	..	..	..	2	..	..	..	..	..	..	9	..	..	..	..	..	..	..	..	11	1,118
129. Rockford, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	1	1,300
	F	1	.	3	..	..	4	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	15	700
	T	1	..	3	..	..	4	..	7	..	..	..	..	..	..	1	..	..	..	..	..	..	..	16	738
130. Atlantic City, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	4	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	650
	T	..	..	..	4	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	650
131. Montgomery, Ala.	M	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	480
	F	5	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	566
	T	8	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	545
132. Taunton, Mass.	M	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	1	..	2	..	..	..	..	5	1,200
	F	..	..	4	8	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13	602
	T	..	..	4	9	..	..	1	1	.	..	..	..	..	..	..	1	..	2	..	..	..	..	18	768

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
133. Newcastle, Pa.	M	..	..	..	..	..	1	1	..	4	4	..	..	..	..	..	..	..	..	..	..	..	..	10	$ 851
	F	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	743
	T	..	..	..	..	..	2	2	..	4	4	..	..	..	..	..	..	..	..	..	..	..	..	12	833
134. Passaic, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	5	1	..	..	..	2	..	..	..	..	..	..	..	..	..	..	8	819
	T	..	..	..	..	..	..	5	1	..	..	..	2	..	..	..	..	..	..	..	..	..	..	8	819
135. Canton, Ohio	M	..	..	..	..	..	..	..	..	..	..	8	..	..	..	..	..	..	..	..	..	..	..	8	950
	F	..	..	..	..	..	..	..	1	..	..	5	..	..	..	..	..	..	..	..	..	..	..	6	926
	T	..	..	..	..	..	..	..	1	..	..	13	..	..	..	..	..	..	..	..	..	..	..	14	940
136. Jacksonville, Fla.	M	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	346
	F	6	..	..	..	1	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	14	546
	T	11	..	..	..	1	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19	493
137. Galveston, Tex.	M	..	..	..	..	1	..	..	..	..	..	..	1	..	1	..	..	6	..	..	..	..	..	9	1,375
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	1	..	..	..	..	..	..	1	..	1	..	..	6	..	..	..	..	..	9	1,375
138. Sioux City, Iowa	M	..	..	..	..	..	..	..	..	2	2	..	..	1	1	..	..	..	..	..	..	..	..	6	968
	F	..	..	..	1	5	1	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	11	732
	T	..	..	..	1	5	1	..	3	2	3	..	..	1	1	..	..	..	..	..	..	..	..	17	816
139. Auburn, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	1	1,500
	F	..	..	..	4	2	4	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	11	673
	T	..	..	..	4	2	4	..	..	..	1	..	..	..	..	..	..	1	..	..	..	..	..	12	742
140. Racine, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	2	..	3	4	..	..	..	..	..	..	9	1,322
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	2	.	3	4	..	..	..	..	..	..	9	1,322

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
141. South Omaha, Neb. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	.	..	..	..	3	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	$ 738
T	..	..	..	..	3	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	738
142. Joplin, Mo. M	1	1	..	..	2	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	659
F	..	3	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	576
T	1	4	..	2	2	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	624
143. Joliet, Ill. M	..	..	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	813
F	1	1	4	4	2	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19	632
T	1	1	4	4	3	7	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	21	649
144. Chattanooga, Tenn. M	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	3	900
F	..	..	1	.	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	3	795
T	..	..	1	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	6	848
145. Woonsocket, R. I. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	1	1,300
F	..	3	7	2	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	16	588
T	..	3	7	2	3	1	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	17	629
146. Sacramento, Calif. M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	1	2	..	..	..	4	1,563
F	..	..	..	..	..	..	..	..	..	1	..	..	7	..	..	..	..	..	..	..	..	..	8	1,075
T	..	..	..	..	..	..	..	..	..	1	..	..	8	..	..	..	..	1	2	..	..	..	12	1,238
147. La Crosse, Wis. M	..	..	..	..	..	..	..	..	..	..	..	..	2	..	4	..	..	..	..	..	..	..	6	1,242
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	..	..	..	..	..	..	..	..	..	2	..	4	..	..	..	..	..	..	..	6	1,242
148. Oshkosh, Wis. M	..	..	..	..	1	..	1	1	..	..	..	1	4	2	..	..	..	..	..	..	..	..	10	1,010
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	..	1	..	1	1	..	..	..	1	4	2	..	..	..	..	..	..	..	..	10	1,010

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Elem'ty Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
149. Newport, Ky.....	No	data	obtai	nable																				
150. Williamsport, Pa..M	..	..	..	4	2	..	..	1	..	..	1	5	..	..	..	..	..	..	..	..	..	..	13	$ 818
F	..	6	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	546
T	..	6	1	4	2	..	..	1	..	..	1	5	..	..	..	..	..	..	..	..	..	..	20	723
151. Pueblo, Colo. ....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	1	1,350
F	..	..	..	..	..	1	1	2	1	..	..	..	..	..	1	..	..	..	..	..	..	..	6	882
T	..	..	..	..	..	1	1	2	1	..	..	..	..	..	2	..	..	..	..	..	..	..	7	949
152. Council Bluffs, Ia....	Parti	al rep	ort on	ly																				
153. New Britain, Conn.M	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	..	..	..	..	2	1,225
F	..	2	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	568
T	..	2	1	4	..	..	..	..	1	..	..	..	..	..	..	..	..	1	..	..	..	..	9	714
154. Everett, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	2	..	..	1	..	..	..	..	4	1,352
F	..	..	..	2	3	..	..	2	..	..	2	1	..	..	1	..	..	..	..	..	..	..	11	814
T	..	..	..	2	3	..	..	2	..	..	2	1	1	..	3	..	..	1	..	..	..	..	15	950
155. Cedar Rapids, Ia ..M	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	900
F	..	..	..	..	..	7	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	9	775
T	..	..	..	..	..	7	..	1	..	1	..	..	1	..	..	..	..	..	..	..	..	..	10	778
156. Lexington, Ky.....	Parti	al rep	ort on	ly																				
157. Bay City, Mich. ..M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	..	..	2	3	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	668
T	..	..	..	2	3	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	668

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																					Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
158. Fort Worth, Tex.	M	..	..	..	..	..	..	..	..	..	..	6	..	4	..	..	..	..	..	..	..	..	..	10	$1,064
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	6	..	4	..	..	..	..	..	..	..	..	..	10	1,064
159. Easton, Pa.	M	..	..	..	..	..	..	..	8	1	..	..	..	..	..	..	..	..	..	..	..	..	..	9	839
	F	1	..	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	616
	T	1	..	..	2	2	..	..	8	1	..	..	..	..	..	..	..	..	..	..	..	..	..	14	759
160. Gloucester, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	2	1,500
	F	10	2	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	17	500
	T	10	2	..	5	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	19	605
161. Hoboken, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	1	1,465
	F	..	..	..	..	..	..	..	..	..	..	..	2	1	..	..	..	..	..	..	..	..	..	3	1,080
	T	..	..	..	..	..	..	..	..	..	..	..	2	1	..	..	1	..	..	..	..	..	..	4	1,176
162. North Adams, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	2	2	1	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	692
	T	..	..	2	2	1	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	692
163. Jackson City, Mich.	M	..	..	..	1	1	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	4	788
	F	3	1	4	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	549
	T	3	1	4	1	2	1	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	14	617
164. Kalamazoo, Mich.	M	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	1	950
	F	..	..	..	5	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	649
	T	..	..	..	5	2	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	9	683
165. Quincy, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	..	..	..	..	..	..	7	1,400
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	1	1,400
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	..	..	..	..	..	..	8	1,400

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
166. Hamilton, O.	M	..	..	..	..	1	..	..	..	..	..	5	..	2	..	..	..	..	..	..	..	..	..	8	$ 962
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	1	..	..	..	..	..	5	..	2	..	..	..	..	..	..	..	..	..	8	962
167. Orange, N. J.		Partial report only																							
168. Kingston, N. Y.	M	..	..	..	..	..	..	..	..	..	1	..	4	2	..	..	..	..	..	..	..	..	..	7	1,014
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	1	..	4	2	..	..	..	..	..	..	..	..	..	7	1,014
169. Newburg, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	..	..	..	..	..	..	..	4	1,300
	F	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	900
	T	..	..	..	..	..	..	..	..	..	1	..	..	..	..	4	..	..	..	..	..	..	..	5	1,220
170. Aurora, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	1	1	..	..	..	..	1	..	..	2	..	..	..	..	..	..	..	..	..	..	5	805
	T	..	..	1	1	..	..	..	..	1	..	..	2	..	..	..	..	..	..	..	..	..	..	5	805
171. Lima, O.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	808
	F	..	..	2	..	1	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	683
	T	..	..	2	..	1	4	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	697
172. Nashua, N. H.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	1,100
	F	..	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	625
	T	..	..	..	3	..	1	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	5	720
173. Meriden, Conn.	M	..	..	..	..	..	..	..	..	..	1	..	..	..	..	1	..	1	3	..	..	..	..	6	1,442
	F	..	..	..	1	..	1	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	740
	T	..	..	..	1	..	1	..	3	..	1	..	..	..	..	1	..	1	3	..	..	..	..	11	1,123

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
174. Jamestown, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	$1,100
	F	..	2	1	3	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	607
	T	..	2	1	3	5	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	12	648
175. Wichita, Kans.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
	F	..	1	2	..	6	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	669
	T	..	1	2	..	7	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13	670
176. Waltham, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	2	1,800
	F	..	..	..	6	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	649
	T	..	..	..	6	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	11	858
177. Poughkeepsie, N. Y.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	2	950
	F	..	2	1	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	578
	T	..	2	1	5	..	1	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	10	653
178. Muncie, Ind.	M	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
	F	..	2	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	615
	T	..	2	..	2	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	630
179. Lewiston, Me.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	1	1,500
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	1	1,500
180. Mt. Vernon, N. Y.		No data obtainable																							
181. Cohoes, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	4	..	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	630
	T	..	..	4	..	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	630

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
182. Zanesville, O.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	$ 555
	T	..	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	555
183. Bloomington, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	3	..	..	5	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	705
	T	..	..	3	..	..	5	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	705
184. Newport News, Va.	M	1	1	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	563
	F	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	585
	T	1	1	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	567
185. Colorado Springs, Colo.	M	..	..	..	..	..	..	1	1	..	1	..	..	..	1	..	..	..	2	..	..	..	..	..	6	1,153
	F	..	..	..	..	..	..	..	2	..	..	1	3	..	2	..	..	..	..	..	..	..	..	..	8	1,019
	T	..	..	..	..	..	..	1	3	..	1	1	3	..	3	..	..	..	2	..	..	..	..	..	14	1,076
186. Sheboygan, Wis.	M	..	..	..	..	..	..	..	..	1	..	1	1	1	2	..	..	..	..	..	..	..	..	..	6	1,067
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	1	..	1	1	1	2	..	..	..	..	..	..	..	..	..	6	1,067
187. East Orange, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	5	6	2,267
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	5	6	2,267
188. Elgin, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	5	1	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	722
	T	..	..	..	..	5	1	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	722
189. Watertown, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	2	2	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	548
	T	2	2	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	548

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
190. Springfield, Mo....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	....
F	..	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	$ 585
T	..	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	585
191. Austin, Tex.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	2	1,200
F	..	..	1	1	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	4	733
T	..	..	1	1	..	..	..	..	2	..	..	..	..	2	..	..	..	..	..	..	..	..	6	889
192. Macon, Ga.....	No data obtainable																							
193. Burlington, Ia.....M	..	..	..	..	..	..	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	5	1,100
F	..	..	..	..	..	..	..	..	1	2	..	3	..	..	..	..	..	..	..	..	..	..	6	943
T	..	..	..	..	..	..	..	..	1	2	..	3	5	..	..	..	..	..	..	..	..	..	11	1,014
194. Clinton, Ia.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	..	2	..	2	2	1	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	9	738
T	..	..	2	..	2	2	1	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	9	738
195. Pittsfield, Mass....M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	1	..	..	..	..	..	2	1,205
F	..	..	..	..	2	..	..	4	..	1	..	1	..	1	..	..	..	..	..	..	..	..	9	853
T	..	..	..	..	2	..	..	4	..	1	..	2	..	1	..	..	1	..	..	..	..	..	11	925
196. Roanoke, Va.....M	..	..		2	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	7	823
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	2	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	7	823
197. Amsterdam, N. Y. M	..	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	800
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	800

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
198. Anderson, Ind.	M	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$ 698
	F	1	..	2	2	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	630
	T	1	..	2	2	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	644
199. Norristown, Pa.	M	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	2	850
	F	..	..	1	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	700
	T	..	..	1	..	..	..	3	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	6	750
200. Columbia, S. C.	M	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
	F	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	630
	T	1	..	1	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	653
201. Newport, R. I.	M	..	..	..	..	..	..	..	..	..	..	..	2	..	1	..	..	1	..	..	..	..	..	4	1,175
	F	..	1	1	2	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	5	652
	T	..	1	1	2	..	..	..	..	..	..	..	3	..	1	..	..	1	..	..	..	..	..	9	884
202. Decatur, Ill.	M	..	..	1	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	3	742
	F	..	..	..	2	1	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	691
	T	..	..	1	2	1	4	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	11	705
203. Bangor, Me.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	1	1,500
	F	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	750
	T	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	2	1,125
204. Waco, Tex.	M	..	2	..	..	..	..	..	..	..	4	..	2	..	..	..	..	..	..	..	..	..	..	8	838
	F	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	2	855
	T	..	2	..	..	..	..	..	..	2	4	..	2	..	..	..	..	..	..	..	..	..	..	10	842
205. San Jose, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	..	..	..	..	..	..	6	1,400
	F	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	830
	T	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	6	..	..	..	..	..	..	7	1,321

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
206. Oswego, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	$1,200
	F	19	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	458
	T	19	1	..	..	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	22	491
207. Warwick, R. I.	M	..	..	..	..	..	2	..	1	..	3	..	2	..	..	..	..	..	..	..	..	..	..	8	868
	F	..	1	..	1	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	628
	T	..	1	..	1	3	3	..	1	..	3	..	2	..	..	..	..	..	..	..	..	..	..	14	765
208. Brookline, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	1	..	1	3	1,767
	F	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	1	..	..	1	..	1	8	1,144
	T	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	2	..	..	2	..	2	11	1,314
209. Niagara Falls, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	2	1,400
	F	..	..	..	1	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	683
	T	..	..	..	1	..	5	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	8	863
210. Shenandoah, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
211. Petersburg, Va.		No data obtainable																							
212. Lynchburg, Va.		No data obtainable																							
213. Wilmington, N. C.		No data obtainable																							
214. Rock Island, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	1,100
	F	..	..	2	1	..	2	1	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	8	727
	T	..	..	2	1	..	2	1	1	..	..	..	1	1	..	..	..	..	..	..	..	..	..	9	768

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
215. Evanston, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	1	1	4	..	..	..	..	..	..	..	..	..	..	6	$975
	T	..	..	..	..	..	..	..	..	..	1	1	4	..	..	..	..	..	..	..	..	..	..	6	975
216. Leavenworth, Kans.	M	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	765
	F	..	..	..	2	..	1	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	735
	T	..	..	..	2	..	2	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	743
217. Port Huron, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	3	6	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	515
	T	3	6	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	515
218. Paducah, Ky.	M	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	700
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	700
219. Madison, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	2	..	..	3	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	645
	T	..	2	..	..	3	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	645
220. Chicopee, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	2	4	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	544
	T	2	4	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	544
221. Findlay, O.		No data obtainable																							
222. New Albany, Ind.	M	3	..	..	..	..	1	..	1	..	5	..	..	..	..	..	..	..	..	..	..	..	..	10	752
	F	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	900
	T	3	..	..	..	..	1	..	1	..	6	..	..	..	..	..	..	..	..	..	..	..	..	11	765

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Ele. ment'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or unde $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
223. New Brunswick... N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	2	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	$ 719
	T	..	..	..	..	2	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	719
224. Concord, N. H....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	2	..	2	2	2	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	598
	T	2	..	2	2	2	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	598
225. Medford, Mass....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	2	2	..	..	..	..	5	1,500
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	2	2	..	..	..	..	5	1,500
226. Muskegon, Mich..	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	9	2	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13	494
	T	9	2	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13	494
227. Battle Creek, Mich.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	F	3	1	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	516
	T	3	1	3	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	547
228. Winona, Minn....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	1	..	4	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	769
	T	..	..	..	..	1	..	4	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	769
229. Perth Amboy, N.J.	M	..	..	..	..	..	..	1	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	4	863
	F	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	700
	T	..	..	..	..	..	2	1	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	6	808
230. Green Bay, Wis...	M	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	500
	F	1	1	..	6	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	590
	T	1	2	..	6	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	581

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
231. Charlotte, N. C.....		No data obtainable																							
232. Sandusky, O.....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	F	..	..	..	2	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	$ 664
	T	..	..	..	2	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	664
233. Marion, Ind.....	M	..	..	..	..	1	1	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	785
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	T	..	..	..	..	1	1	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	785
234. Burlington, Vt.....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	F	1	..	2	4	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	8	619
	T	1	..	2	4	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	8	619
235. Northampton, Mass.....	M	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	3	1,100
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	T	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	3	1,100
236. Gloversville, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	F	..	4	1	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	575
	T	..	4	1	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	575
237. Galesburg, Ill.....	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
	F	..	..	..	2	2	2	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	7	720
	T	..	..	..	2	3	2	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	8	714
238. Central Falls, R. I.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	F	..	5	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	560
	T	..	5	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	560
239. Pensacola, Fla.....		No data obtainable																							

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
240. Ottumwa, Ia.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	1	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	$ 670
	T	..	..	1	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	670
241. Lorain, O.	M	..	..	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	2	850
	F	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	713
	T	..	..	..	..	..	5	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	6	758
242. Shamokin, Pa.	M	..	2	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	617
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.
	T	..	2	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	617
243. Newark, O.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	700
	F	2	1	5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	542
	T	2	1	5	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	558
244. Portsmouth, O.	M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	625
	F	..	3	1	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	595
	T	..	3	1	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	599
245. Norwich, Conn.		No data obtainable																							
246. Tampa, Fla.		No data obtainable																							
247. Mansfield, O.	M	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	810
	F	..	2	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	660
	T	..	2	..	..	..	4	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	698
248. Richmond, Ind.	M	..	..	..	..	..	..	2	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	3	840
	F	..	..	..	..	..	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	760
	T	..	..	..	..	..	..	8	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	9	787

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
249. New London..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
Conn. F	..	..	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	5	$800
T	..	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*a*5	800
250. Lafayette, Ind..... M	..	..	..	..	..	1	..	..	..	..	..	3	1	..	..	..	..	..	..	..	..	..	5	960
F	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	2	1,000
T	..	..	..	..	..	1	..	..	..	..	..	5	1	..	..	..	..	..	..	..	..	..	7	971
251. Moline, Ill.....	No data obtainable																							
252. Lebanon. Pa..... M	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	469
F	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	410
T	11	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	425
253. East Liverpool, O. M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	630
F	4	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	550
T	4	..	1	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	560
254. Cumberland, Md....	No data obtainable																							
255. Stockton, Calif.... M	..	..	..	..	..	..	..	..	..	1	..	..	..	3	2	..	..	..	..	..	..	..	6	1,225
F	..	..	..	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	4	900
T	..	..	..	..	..	..	..	..	..	5	..	..	..	3	2	..	..	..	..	..	..	..	10	1,095
256. San Diego, Calif... M	..	..	..	..	..	..	..	..	1	..	..	..	..	3	..	..	..	..	..	..	..	..	4	1,113
F	..	..	..	..	..	..	..	..	2	..	..	..	..	1	..	..	..	..	..	..	..	..	3	967
T	..	..	..	..	..	..	..	..	3	..	..	..	..	4	..	..	..	..	..	..	..	..	7	1,050
257. Great Falls, Mont. M	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	855
F	..	..	..	..	..	..	2	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	6	839
T	..	..	..	..	..	..	2	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	7	841

a Not including 1 supervising principal at $1,900.

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Elementary Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
258. Belleville, Ill.	M	..	..	..	1	1	1	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	5	$ 760
	F	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	550
	T	..	..	1	1	1	1	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	6	725
259. Alameda, Calif.	M	..	..	..	..	..	..	..	..	1	..	..	..	..	..	5	..	..	..	..	..	..	..	6	1,293
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	1	..	..	..	..	..	5	..	..	..	..	..	..	..	6	1,293
260. Danville, Ill.	M	..	..	..	..	1	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	3	767
	F	..	..	..	1	1	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	4	738
	T	..	..	..	1	2	..	1	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	7	750
261. Columbus, Ga.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	3	1,200
	F	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	900
	T	..	..	..	..	..	..	..	..	..	1	..	..	..	3	..	..	..	..	..	..	..	..	4	1,125
262. Portsmouth, Va.	M	..	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	2	850
	F	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
	T	..	..	..	..	..	..	1	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	3	900
263. Marinette, Wis.	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	585
	F	..	2	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	578
	T	..	2	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	579
264. El Paso, Tex.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	810
	F	..	..	..	..	..	..	..	..	..	..	2	3	1	..	..	..	..	..	..	..	..	..	6	1,025
	T	..	..	..	..	..	..	..	1	..	..	2	3	1	..	..	..	..	..	..	..	..	..	7	994
265. Eau Claire, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*a*)	(*a*)
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*a*)	(*a*)
	T	2	1	3	2	2	1	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	17	659

a Not separately reported.

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
266. Lansing, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	$ 525
	T	..	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12	525
267. Braddock, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	2	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	4	833
	T	..	..	..	..	..	..	2	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	4	833
268. Danville, Va.	M	3	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	5	614
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	3	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	5	614
269. Logansport, Ind.	M	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	2	900
	F	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	555
	T	..	2	1	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	5	693
270. Shreveport, La.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	810
	F	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	660
	T	..	..	..	..	3	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	698
271. Key West, Fla.	M	..	1	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	640
	F	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	T	..	1	..	1	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	680
272. Stamford, Conn.	M	..	..	..	..	..	..	..	..	..	1	1	..	..	..	2	3	..	..	..	..	..	..	7	1,250
	F	..	..	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	2	900
	T	..	..	..	..	..	..	..	1	..	1	1	1	..	..	2	3	..	..	..	..	..	..	9	1,172
273. Lockport, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	1	1	5	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	9	650
	T	..	1	1	5	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	9	650

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
274. Ogden, Utah	M	..	..	..	..	..	..	..	3	1	..	2	..	..	..	..	..	..	..	..	..	..	..	6	$ 863
	F	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	675
	T	..	..	..	..	5	..	..	3	1	..	2	..	..	..	..	..	..	..	..	..	..	..	11	778
275. Biddeford, Me		No data obtainable																							
276. Plainfield, N. J.	M	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	2	850
	F	..	..	..	..	..	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	3	817
	T	..	..	..	..	..	..	1	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	5	830
277. Union, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	1,200
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	1,200
278. Danbury, Conn.		Partial report only																							
279. New Rochelle, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	1	1,500
	F	..	..	..	..	..	..	..	..	..	..	..	3	..	1	..	..	..	..	..	..	..	..	4	1,050
	T	..	..	..	..	..	..	..	..	..	..	..	3	..	1	..	..	1	..	..	..	..	..	5	1,140
280. Berkeley, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	..	2	1	1	..	..	..	..	1	..	..	5	1,304
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	1	1,320
	T	..	..	..	..	..	..	..	..	..	..	..	..	2	1	2	..	..	..	..	1	..	..	a6	1,307
281. Elkhart, Ind.	M	..	..	1	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	3	697
	F	..	3	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	566
	T	..	3	2	1	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	8	615
282. Atchison, Kans.	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	585
	F	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	585
	T	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	585

a Not including 5 principals of 2- to 4-room buildings, salaries not reported.

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
283. Parkersburg.....	M	..	1	1	..	1	1	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	6	$ 699
W. Va.	F	1	..	1	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	608
	T	1	1	2	..	2	2	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	10	663
284. Pottsville, Pa.....	M	..	..	..	..	..	..	..	1	..	..	..	1	..	2	..	..	..	..	..	..	..	..	4	1,075
	F	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	453
	T	6	..	..	..	..	..	..	1	..	..	..	1	..	2	..	..	..	..	..	..	..	..	10	702
285. Michigan City, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	1	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	521
	T	1	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	521
286. Appleton, Wis.....	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	1	..	..	..	..	..	..	..	2	1,150
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	1	..	..	1	..	..	..	..	..	..	..	2	1,150
287. Fond du Lac, Wis.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	F	1	..	1	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	592
	T	1	..	1	2	1	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	621
288. Ann Arbor, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	1	4	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	575
	T	..	1	4	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	575
289. Ashville, N. C....	M	..	..	2	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	3	667
	F	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	439
	T	1	1	2	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	5	576
290. Jackson, Tenn.....		No data obtainable																							

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
291. Bradford, Pa.	M	..	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	2	$ 858
	F	..	..	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	621
	T	..	..	..	3	1	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	6	700
292. Jacksonville, Ill.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
	F	..	..	..	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	666
	T	..	..	..	1	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	668
293. Sedalia, Mo.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
	F	2	2	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	504
	T	2	2	..	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	578
294. Montclair, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	2	1,700
	F	..	..	..	..	..	1	1	..	..	1	..	..	..	..	..	..	1	..	..	..	..	..	4	963
	T	..	..	..	..	..	1	1	..	..	1	..	..	..	..	..	..	1	..	2	..	..	..	6	1,208
295. Rome, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
	F	1	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	508
	T	1	4	..	1	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	7	579
296. Alton, Ill.	M	..	..	..	..	..	3	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	5	860
	F	..	2	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	583
	T	..	2	..	..	..	4	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	8	756
297. Middletown, N. Y.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	F	..	..	4	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	592
	T	..	..	4	..	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	621
298. Vicksburg, Miss.		No data obtainable																							
299. Meridian, Miss.		Partial report only																							

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Elementary Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1 500	$1 500 or under $1,600	$1,600 or under $1,700	$1 700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
300. Hazleton, Pa.	M	1	1	1	1	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	6	$ 638
	F	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	540
	T	1	2	1	1	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	7	624
301. Waterloo, Iowa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	5	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	612
	T	..	..	5	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	612
302. Ogdensburg, N.Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	1	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	492
	T	1	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	492
303. Kankakee, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	3	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	527
	T	3	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	527
304. Plymouth, Pa.	M	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	585
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	585
305. Cranston, R. I.	M	..	..	..	..	..	..	..	..	..	1	..	3	..	..	..	..	..	..	..	..	..	..	4	1,013
	F	3	5	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	507
	T	3	5	1	1	..	..	..	..	..	1	..	3	..	..	..	..	..	..	..	..	..	..	14	652
306. Streator, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	1	2	2	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	588
	T	1	2	2	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	588
307. Marietta, O.	M	..	..	..	..	..	..	..	..	..	..	1	3	..	..	..	..	..	..	..	..	..	..	4	988
	F	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	650
	T	..	..	..	1	..	1	..	..	..	..	1	3	..	..	..	..	..	..	..	..	..	..	6	875

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
308. Muscatine, Iowa...	M	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	$800
	F	1	..	..	..	..	2	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	6	758
	T	1	..	..	..	..	3	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	8	769
309. Cheyenne, Wyo....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	752
	T	..	..	..	..	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	752
310. Keokuk, Iowa.....	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	1,155
	F	..	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	810
	T	..	..	..	..	..	..	..	5	..	..	..	..	1	..	..	..	..	..	..	..	..	..	6	868
311. Beverly, Mass.....	M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
	F	1	..	2	4	..	2	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	10	625
	T	1	..	2	5	..	2	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	11	623
312. Watervliet, N.Y...	M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
	F	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	600
	T	..	..	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	600
313. Manistee, Mich....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	2	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	565
	T	..	2	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	565
314. Bridgeton, N. J....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	617
	T	..	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	617
315. Mt. Carmel, Pa....	M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	630
	F	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	419
	T	4	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	461

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
316. Clinton, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
317. Newburyport, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	1	..	..	..	..	..	2	$1,350
	F	4	1	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	6	533
	T	4	1	..	..	..	..	..	..	..	..	..	1	..	1	..	..	1	..	..	..	..	..	8	738
318. Steubenville, O.	M	..	..	..	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	2	925
	F	..	..	..	..	..	1	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	775
	T	..	..	..	..	..	1	1	3	..	..	..	..	1	..	..	..	..	..	..	..	..	..	6	825
319. Hagerstown, Md.		No data obtainable																							
320. Alexandria, Va.		No data obtainable																							
321. Wilkinsburg, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	3	900
	T	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	3	900
322. Fort Dodge, Ia.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	540
	T	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	540
323. Woburn, Mass.	M	..	..	..	..	..	..	..	1	..	..	..	1	..	..	..	1	..	..	..	..	..	..	3	1,067
	F	..	3	4	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	578
	T	..	3	4	2	..	1	..	1	..	..	..	1	..	..	..	1	..	..	..	..	..	..	13	691
324. Melrose, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	2	1,250
	F	..	..	..	..	..	1	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	3	900
	T	..	..	..	..	..	1	..	..	..	..	..	2	..	1	1	..	..	..	..	..	..	..	5	1,040

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
325. Hammond, Ind....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	F	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	$ 623
	T	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	623
326. Carbondale, Pa....	M	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
	F	1	4	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	536
	T	1	4	..	1	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	567
327. Ashtabula, O.....	M	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	700
	F	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	488
	T	3	..	1	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	559
328. Freeport, Ill.....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	1	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	720
	T	..	..	..	1	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	720
329. Mahanoy City..... Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
330. Hyde Park, Mass..	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	3	..	..	..	..	..	..	4	1,300
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	3	..	..	..	..	..	..	4	1,300
331. S. Bethlehem, Pa.....	No data obtainable																								
332. Flint, Mich.....	Partial report only																								
333. Laredo, Tex.....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Elem'ty Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
334. Ashland, Wis.....M	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$760
F	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	665
T	..	..	..	..	4	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	697
335. Oil City, Pa.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*a*)	...
T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*a*)	...
336. Homestead, Pa....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	700
T	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	700
337. Raleigh, N. C.....	No data obtainable																								
338. Leominster, Mass..M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	5	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	589
T	..	..	5	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	589
339. Janesville, Wis....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*b*)	...
T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*b*)	...
340. Ishpeming, Mich.....	No data obtainable																								
341. Dunmore, Pa.....	No data obtainable																								
342. Owensboro, Ky....M	1	1	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	608
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
T	1	1	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	608

a Nine principals included in teachers.

b Principals (number not reported) included in teachers.

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Element'y Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
343. Pottstown, Pa.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
344. Helena, Mont.....M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	1	$1,000
F	..	..	..	..	..	..	..	..	4	2	..	..	..	..	..	..	..	..	..	..	..	..	..	6	890
T	..	..	..	..	..	..	..	..	4	2	..	1	..	..	..	..	..	..	..	..	..	..	..	7	906
345. Ithaca, N. Y.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
346. Kenosha, Wis.....	No data obtainable																								
347. Marlboro, Mass ...M	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	2	900
F	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	2	900
T	..	..	..	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	4	900
348. Glens Falls, N.Y.....	No data obtainable																								
349. Chillicothe, O.....M	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	2	1,000
F	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	700
T	..	..	..	..	..	2	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	4	850
350. Menominee, Mich..M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	4	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	482
T	4	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	482
351. Auburn, Me.....M	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	700
F	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	382
T	5	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	473

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Elementary Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
352. Elwood, Ind.		No data obtainable																								
353. Ansonia, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
354. Dover, N. H.	M	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$ 900
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	2	900
355. Wausau, Wis.	M	..	1	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	3	683
	F	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	495
	T	5	1	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	8	566
356. E. Providence, R.I.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	1,200
	F	4	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	557
	T	4	..	..	..	2	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	7	649
357. Cairo, Ill.	M	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	653
	F	1	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	668
	T	1	1	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	662
358. Pittston, Pa.		No data obtainable																								
359. West Bay City, Mich.	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	550
	F	..	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	519
	T	..	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	525
360. Spartansburg, S.C.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	665
	F	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	450
	T	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	558

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Element'y Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
361. Leadville, Colo....M	..	..	..	..	..	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	2	$1,130
F	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	827
T	..	..	..	..	..	..	..	3	..	..	..	1	..	1	..	..	..	..	..	..	..	..	5	948
362. Westfield Mass....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	1	1,400
F	..	2	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	625
T	..	2	..	1	..	..	..	1	..	..	..	..	..	..	..	1	..	..	..	..	..	..	5	780
363. Steelton, Pa.....	Partial report only																							
364. Marion, O.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	4	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	514
T	4	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	514
365. Piqua, O.....	No data obtainable																							
366. Fresno, Calif.....M	..	..	..	..	..	..	..	..	..	..	..	6	2	..	..	..	..	..	..	..	..	..	8	1,069
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	..	..	..	..	..	..	..	..	6	2	..	..	..	..	..	..	..	..	..	8	1,069
367. Natchez, Miss.....M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
368. Manitowoc, Wis...M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
369. Greenville, S.C.....	No data obtainable																							

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
370. Columbia, Pa.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$ 675
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
371. Oklahoma, Okla.	M	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
	F	..	..	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	.	..	..	..	4	698
	T	..	..	..	..	5	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	690
372. Hannibal, Mo.	M	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	3	1,000
	F	1	1	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	4	653
	T	1	1	..	..	..	1	..	..	..	1	..	3	..	..	..	..	..	..	..	..	..	..	7	801
373. Nanticoke, Pa.		No data obtainable																							
374. Stillwater, Minn.		No data obtainable																							
375. Marshalltown, Ia.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	644
	T	..	..	..	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	644
376. Lansingburg, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	2	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	670
	T	..	..	..	2	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	670
377. Saratoga Springs, N. Y.	M	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	1	..	..	..	..	..	..	2	1,175
	F	..	..	..	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	725
	T	..	..	..	..	..	3	..	1	..	..	1	..	..	..	..	1	..	..	..	..	..	..	6	875
378. Massillon, O.	M	..	..	..	..	..	1	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	4	800
	F	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	463
	T	1	1	..	..	..	1	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	6	688

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
379. Huntington, W. Va.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	$ 480
	F	2	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
	T	2	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	480
380. Attleboro, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,100
	F	..	2	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	630
	T	..	2	..	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	4	748
381. Charleston, W. Va.	M	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	513
	F	3	1	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	536
	T	4	2	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	530
382. Galena, Kans.	M	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	480
	F	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	400
	T	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	427
383. Dunkirk, N.Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	13	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	15	510
	T	..	13	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	15	510
384. Morristown, N.Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	850
	T	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	850
385. Hornellsville, N.Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	1	..	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	760
	T	..	..	..	..	1	..	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	760
386. Greenwich, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Elem'ty Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
387. Milford, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	2	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	$ 560
T	..	2	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	560
388. Ironton, O.....M	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	675
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	675
389. Ft. Smith, Ark.....M	..	..	..	..	1	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	4	844
F	..	..	1	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	3	696
T	..	..	1	1	1	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	7	780
390. Denison, Tex.....	No data obtainable																								
391. Greensboro, N.C..M	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
392. Kearney, N. J.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	2	1,304
F	..	..	..	..	..	..	..	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	4	844
T	..	..	..	..	..	..	..	2	1	1	..	..	..	..	2	..	..	..	..	..	..	..	..	6	996
393. Augusta, Me.....	No data obtainable																								
394. Tiffin, O.....M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
F	..	2	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	592
T	..	2	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	644
395. Phillipsburg, N.J..M	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	650
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
T	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	650

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
396. Sault Ste. Marie... Mich.	M	..	..	1	..	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	$ 646
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	1	..	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	646
397. Pine Bluff, Ark....	M	..	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	855
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	855
398. Alpena, Mich.....		No data obtainable																							
399. Peabody, Mass....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	2	1,250
	F	..	..	2	1	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	660
	T	..	..	2	1	..	..	..	2	..	..	..	..	..	1	1	..	..	..	..	..	..	..	7	829
400. Framingham..... Mass.	M	..	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	850
	F	1	2	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	569
	T	1	2	..	..	..	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	6	663
401. Naugatuck, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	1,200
	F	4	2	1	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	543
	T	4	2	1	1	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	10	609
402. Corning, N. Y.....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	700
	T	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	700
403. Revere, Mass.....	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	1,100
	F	..	1	2	..	..	2	..	..	..	1	..	..	2	..	..	..	..	..	..	..	..	..	8	763
	T	..	1	2	..	..	2	..	..	..	1	..	..	3	..	..	..	..	..	..	..	..	..	9	800

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
404. Rutland, Vt.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	4	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	4	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	$ 478
405. Adams, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	a8	478
	F	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	1,100
	T	..	..	..	1	..	1	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	2	650
406. Beloit, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	875
	F	..	1	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	1	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	586
407. Walla Walla, Wash.	M	..	..	..	..	..	..	..	1	..	..	1	2	..	..	..	..	..	..	..	..	..	..	6	586
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	938
	T	..	..	..	..	..	..	..	1	..	..	1	2	..	..	..	..	..	..	..	..	..	..	..	....
408. Gardner, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	938
	F	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	456
409. Baton Rouge, La.		Partial report only																						6	456
410. Butler, Pa.	M	..	..	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	2	945
	F	..	..	..	..	..	..	1	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	3	870
	T	..	..	..	..	..	..	1	1	1	..	1	1	..	..	..	..	..	..	..	..	..	..	5	900
411. Weymouth, Mass.	M	..	..	..	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	4	900
	F	..	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	520
	T	..	4	..	1	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	9	689

a Principals receive $6.25 per room per annum for supervision, in addition to regular salary.

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
412. Guthrie, Okla.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	$ 630
	T	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	630
413. Manchester, Conn.		No data obtainable																								
414. Kokomo, Ind.	M	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	675
	F	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	540
	T	..	2	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	630
415. Harrison, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	2	1,700
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	2	1,700
416. Geneva, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	600
	T	..	..	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	600
417. Pittsburg, Kans.	M	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	630
	F	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	450
	T	2	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	540
418. Mankato, Minn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	585
	T	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	585
419. Lawrence, Kans.	M	..	1	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	645
	F	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	572
	T	..	2	1	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	614

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Element'y Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
420. Sherman, Texas...M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$ 585
F	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	720
T	..	..	1	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	686
421. Bath, Me.....M	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	625
F	7	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11	429
T	7	..	5	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13	459
422. Ottawa, Ill.....M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
F	..	..	..	..	..	..	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	4	1,000
T	..	..	..	..	..	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	5	1,000
423. Portsmouth, N. H..M	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	2	1,150
F	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	1,200
T	..	..	..	..	..	..	..	..	..	..	..	..	2	1	..	..	..	..	..	..	..	..	3	1,167
424. Little Falls, N. Y..M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
F	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
T	..	..	..	1	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	2	800
425. Johnstown, N. Y..M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	525
T	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	525
426. Jeffersonville, Ind....	No data obtainable																							
427. Millville, N. J.....	No data obtainable																							
428. Southbridge, Mass.M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	6	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	453
T	6	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	453

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
429. Athens, Ga.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$ 630
	T	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	630
430. Henderson, Ky.	M	..	1	..	..	1	..	..	..	..	2	..	..	1	..	..	..	..	..	..	..	..	..	5	810
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	T	..	1	..	..	1	..	..	..	..	2	..	..	1	..	..	..	..	..	..	..	..	..	5	810
431. Vincennes, Ind.		Partial report only																							
432. La Salle, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	650
	T	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	650
433. Winston, N. C.		No data obtainable																							
434. Peekskill, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	542
	T	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	542
435. Meadville, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	800
	T	..	..	...	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	800
436. Marquette, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	1	..	..	4	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	657
	T	..	1	..	..	4	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	657
437. Sioux Falls, S. Dak.		No data obtainable																							

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
438. Beaver Falls, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	$ 545
	T	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	545
439. Hot Springs, Ark.	M	..	2	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	648
	F	..	2	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	608
	T	..	4	..	1	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	630
440. Bellaire, Ohio		No data obtainable																							
441. Fort Scott, Kans.	M	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	560
	F	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	520
	T	..	7	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	535
442. Sunbury, Pa.	M	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	540
	F	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	459
	T	4	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	473
443. Pontiac, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	2	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	483
	T	2	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	483
444. Manchester, Va.		No data obtainable																							
445. Watertown, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	2	1,300
	F	..	..	..	3	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	4	663
	T	..	..	..	3	..	..	..	..	1	..	..	..	..	1	..	1	..	..	..	..	..	..	6	875
446. Ironwood, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	3	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	638
	T	..	..	..	3	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	638

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
447. Anniston, Ala.	M	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$675
	F	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	495
	T	1	1	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	585
448. Bloomfield, N.J.	M	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	850
	F	..	..	..	..	1	..	..	2	1	..	1	..	..	..	..	..	..	..	..	..	..	..	5	810
	T	..	..	..	..	1	..	..	2	2	..	1	..	..	..	..	..	..	..	..	..	..	..	6	817
449. Jefferson City, Mo.		No data obtainable																							
450. Adrian, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	425
	T	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	425
451. Carlisle, Pa.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	650
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	650
452. Mattoon, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	459
	T	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	459
453. Plymouth, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	2	1,000
	F	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	700
	T	..	..	..	..	..	1	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	3	900
454. Fargo, N. D.		No data obtainable																							
455. Middletown, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	1	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	608
	T	..	1	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	608

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
456. Escanaba, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	F	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	$ 600
	T	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	600
457. Hudson, N.Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	F	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	500
	T	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	500
458. West Chester, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	1,000
	F	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	2	1,000
	T	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	3	1,000
459. Stevens Point, Wis.		No data obtainable																							
460. Huntington, Ind.	M	..	..	..	..	1	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	3	750
	F	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	625
	T	..	..	..	1	2	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	5	700
461. Natick, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	2	1,150
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	T	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	2	1,150
462. Frankfort, Ky.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	F	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
	T	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
463. Waterville, Me.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.....
	F	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	500
	T	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	500

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
464. Amesbury, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	$ 488
	T	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	488
465. Olean, N.Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	6	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	7	557
	T	..	6	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	7	557
466. Anaconda, Mont.		Partial report only																							
467. Hackensack, N.J.		No data obtainable																							
468. Clarksville, Tenn.		No data obtainable																							
469. Beaumont, Tex.	M	1	1	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	4	630
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	1	1	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	4	630
470. Waukegan, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	2	1,050
	F	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	750
	T	..	..	..	..	..	..	1	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	3	950
471. Carthage, Mo.	M	..	1	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	662
	F	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	585
	T	..	1	2	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	640
472. Traverse City, Mich.	M	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	495
	F	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	510
	T	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	506

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
473. Port Jervis, N.Y.	M	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$650
	F	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	525
	T	..	1	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	608
474. Hutchinson, Kans.	M	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	585
	F	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	518
	T	3	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	540
475. Dubois, Pa.	M	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	540
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	540
476. Paris, Tex.		Partial report only																							
477. Corsicana, Tex.	M	..	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	653
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	653
478. Frederick, Md.	M	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	450
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	450
479. Wakefield, Mass.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	700
	F	..	..	..	2	..	1	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	5	730
	T	..	..	..	2	..	2	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	6	725
480. Madison, Iowa.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
	F	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	524
	T	1	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	562

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
481. Iron Mountain, Mich.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$ 713
	F	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	618
	T	..	..	..	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	637
482. Middletown, Ohio...		Partial report only																							
483. Oskaloosa, Iowa...	M	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	630
	F	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	630
	T	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	630
484. Webb City, Mo....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	495
	T	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	495
485. Phoenixville, Pa...	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	459
	T	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	459
486. Batavia, N. Y.....	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
487. Keene, N. H.....	M	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	850
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	850
488. Pasadena, Calif...	M	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	3	1,000
	F	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	2	1,000
	T	..	..	..	..	..	..	..	..	..	..	..	5	..	..	..	..	..	..	..	..	..	..	5	1,000

TABLE III—*Continued*

City	Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Element'y Schools	Average Yearly Salary
	Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
489. Champaign, Ill.... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	3	2	..	..	..	.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	$513
T	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	513
490. Newbern, N. C.. M	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	320
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
T	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	320
491. Brunswick, Ga.....	Partial report only																								
492. N. Tonawanda.... M	..	..	..	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	638
N. Y. F	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
T	..	..	..	3	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	630
493. Duquesne, Pa..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	720
T	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	720
494. Cortland, N. Y.... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
495. Lancaster, O.....	No data obtainable																								
496. Alliance, O..... M	..	..	..	..	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	670
F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
T	..	..	..	..	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	670
497. Lincoln, Ill..... M	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	583
F	..	2	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	567
T	..	2	2	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	575

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
498. Willimantic, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	2	$1,250
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	2	1,250
499. Lincoln, R. I.		No data obtainable																							
500. Cumberland, R. I.	M	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	825
	F	2	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	522
	T	2	..	3	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	609
501. Sharon, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	5	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	614
	T	..	..	5	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	614
502. Berlin, N. H.		Partial report only																							
503. Boone, Iowa.	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	563
	F	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	563
	T	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	563
504. Long Branch, N. J.	M	..	..	..	..	..	..	..	2	..	..	..	1	..	..	1	..	..	..	..	..	..	..	4	975
	F	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	800
	T	..	..	..	..	..	..	..	3	..	..	..	1	..	..	1	..	..	..	..	..	..	..	5	940
505. Chambersburg, Pa.	M	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	513
	F	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	474
	T	3	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	494
506. Webster, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	500
	T	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	500

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
507. Elyria, O.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
508. Selma, Ala.	M	..	..	..	1	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	$707
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	T	..	..	..	1	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	707
509. Owosso, Mich.	M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
	F	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	550
	T	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	567
510. Xenia, O.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	1	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	630
	T	..	..	1	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	630
511. St. Cloud, Minn.		Partial report only																							
512. Wabash, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	630
	T	..	..	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	630
513. Arlington, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	850
	T	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	850
514. Washington, Ind.	M	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	T	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
515. Danvers, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	2	$1,125
	F	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	650
	T	..	..	..	1	..	1	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	4	888
516. Stonington, Conn.		Partial report only																							
517. Merrill, Wis.		No data obtainable																							
518. Warren, O.	M	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	750
	F	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	725
	T	..	..	..	..	..	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	742
519. Annapolis, Md.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	450
	T	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	450
520. Rochester, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
521. Peru, Ind.	M	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	540
	F	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	540
	T	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	540
522. Barre, Vt.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
523. Fremont, O.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
524. Watertown, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	$600
	T	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	600
525. Plattsburg, N.Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	4	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	667
	T	..	..	..	4	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	667
526. Pekin, Ill.		No d	ata o	btain	able																					
527. Kewanee, Ill.		Parti	al rep	ort on	ly																					
528. Astoria, Ore.	M	..	..	..	..	1	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	750
	F	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	750
	T	..	..	..	..	1	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	750
529. Torrington, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	588
	T	..	..	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	588
530. Palestine, Tex.		No d	ata o	btain	able																					
531. Ware, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
532. Titusville, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	570
	T	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	570

TABLE III—*Continued*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																							Total Principals of Element'y Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
533. Cambridge, O.	M	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$540
	F	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	450
	T	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	473
534. Bowling Green, Ky.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	825
	F	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	563
	T	..	1	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	650
535. Emporia, Kans.	M	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	495
	F	5	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	503
	T	6	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	502
536. Laramie, Wyo.		No data obtainable																								
537. Rockland, Me.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
538. Columbus, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
539. Chippewa Falls, Wis.	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	585
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	T	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	585
540. Tyler, Tex.	M	1	1	..	1	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	5	684
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	T	1	1	..	1	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	5	684

TABLE III—*Concluded*

City		Number of Principals of Elementary Schools Receiving a Yearly Salary of—																						Total Principals of Elementary Schools	Average Yearly Salary
		Under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or under $1,700	$1,700 or under $1,800	$1,800 or under $1,900	$1,900 or under $2,000	$2,000 or Over		
541. Huntsville, Ala.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.	..	..	..	.	..	..	....
542. Wellston, O.	M	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$ 650
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	650
543. Warren, Pa.	M	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	857
	F	2	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	491
	T	2	2	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	6	552
544. Laconia, N. H.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
545. Danville, Pa.	M	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	595
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	595
546. Moberly, Mo.	M	..	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	585
	F	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	495
	T	1	1	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	567
547. Cripple Creek, Colo.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	3	1,200
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	T	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	3	1,200

TABLE IV—CLASSIFIED YEARLY SALARIES OF TEACHERS (NOT INCLUDING PRINCIPALS) IN ELEMENTARY SCHOOLS

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																				Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
1. New York, N. Y.	M	..	..	..	..	...	...	...	2	...	....	1	1	35	1	38	90	57	61	89	42	260	677	$1,556
	F	..	..	..	..	1	...	935	1,042	763	654	1,396	581	531	408	938	484	1,557	666	337	23	254	10,570	960
	T	..	..	..	..	1	...	935	1,044	763	654	1,397	582	566	409	976	574	1,614	727	426	65	514	a11247	996
2. Chicago, Ill.	M	..	..	..	..	...	3	1	1	8	6	....	49	12	13	5	3	....	...	...	..	...	101	869
	F	..	..	..	..	...	373	249	11	230	285	222	2,628	404	62	8	217	....	...	...	..	...	4,689	822
	T	..	..	..	..	...	376	250	12	238	291	222	2,677	416	75	13	220	....	...	...	..	...	b4,790	823
3. Philadelphia, Pa.	M	..	..	..	..	...	...	...	....	...	....	....	....	...	5	22	16	10	...	...	..	...	3,247	1,095
	F	..	..	..	33	347	395	242	238	218	1,115	73	532	...	...	...	1	....	...	...	..	...	3,194	711
	T	..	..	..	33	347	395	242	238	218	1,115	73	532	...	5	22	17	10	...	...	..	...	c3,247	717
4. St. Louis, Mo.	M	..	..	..	..	...	...	...	...	...	...	....	....	...	...	...	...	....	...	...	..	...	....	....
	F	..	..	61	97	94	86	113	564	12	183	3	5	44	...	...	...	....	...	...	..	...	1,262	654
	T	..	..	61	97	94	86	113	564	12	183	3	5	44	...	...	...	....	...	...	..	...	1,262	654
5. Boston, Mass.	M	..	..	..	..	...	...	...	...	...	...	....	....	...	...	...	...	....	...	...	1	68	69	2,182
	F	..	..	..	..	...	20	132	101	93	59	84	128	687	6	91	7	76	...	...	..	...	1,484	883
	T	..	..	..	..	...	20	132	101	93	59	84	128	687	6	91	7	76	...	...	1	68	1,553	941
6. Baltimore, Md.	M	5	1	..	2	14	...	2	....	1	9	....	2	4	...	2	...	....	...	...	..	...	42	620
	F	47	83	19	..	812	...	267	44	31	....	....	....	8	...	...	...	....	...	...	..	...	1,311	525
	T	52	84	19	2	826	...	269	44	32	9	....	2	12	...	2	...	....	...	...	..	...	d1,353	528
7. Cleveland, Ohio.	M	..	..	..	..	...	...	...	....	...	....	....	....	...	...	...	...	....	...	...	..	...	....	....
	F	..	..	..	60	89	70	59	100	452	85	110	75	...	...	...	...	....	...	...	..	...	1,100	685
	T	..	..	.	60	89	70	59	100	452	85	110	75	...	...	...	...	....	...	...	..	...	1,100	685
8. Buffalo, N. Y.	M	..	..	..	1	...	...	1	2	...	1	....	....	...	...	...	...	....	...	...	..	...	5	635
	F	..	..	141	76	61	54	155	540	11	51	6	....	1	...	...	...	....	...	...	..	...	1,096	606
	T	..	..	141	77	61	54	156	542	11	52	6	....	1	...	...	...	....	...	...	..	...	e1,101	606

a Including kindergarten teachers, number and salary not reported.

b Including 224 head assistants at $900 to $1,150, average $1,103, and kindergarten teachers, number not reported, at $550 to $950.

c Including kindergarten teachers, number not reported, at $470 to $770.

d Including 12 "prep" teachers at $640 to $850, average $721, and 10 practice teachers at $700.

e Including 58 assistant principals at $640 to $900, average $770, and 47 German teachers at $400 to $600, average $619.

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
9. San Francisco, Calif. M	..	..	..	..	..	..	..	..	..	..	..	..	1	2	..	..	2	..	..	6	..	11	$1,308
F	..	..	..	..	..	..	28	41	9	46	82	35	168	310	10	2	3	..	12	17	..	763	921
T	..	..	..	..	..	..	28	41	9	46	82	35	169	312	10	2	5	..	12	23	..	*a*774	926
10. Pittsburg, Pa. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	10	67	63	59	62	..	411	200	..	..	..	37	..	15	11	6	..	..	..	..	941	634
T	..	10	67	63	59	62	..	411	200	..	..	..	37	..	15	11	6	..	..	..	..	*b*941	634
11. Cincinnati, Ohio. M	..	..	..	..	1	..	2	..	7	..	17	..	..	..	..	2	8	24	1	6	..	68	1,082
F	..	..	4	14	38	33	14	32	448	13	139	..	1	..	..	..	..	..	..	..	..	736	693
T	..	..	4	14	39	33	16	32	455	13	156	..	1	..	..	2	8	24	1	6	..	*c*804	726
12. Milwaukee, Wis. M	..	..	1	2	3	4	2	10	8	..	5	5	12	..	..	..	..	..	..	..	..	52	718
F	..	..	2	37	47	44	201	233	52	..	17	1	31	..	..	..	..	..	..	..	..	665	625
T	..	..	3	39	50	48	203	243	60	..	22	6	43	..	..	..	..	..	..	..	..	*d*717	632
13. Detroit, Mich. M	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	800
F	..	43	44	39	44	38	47	54	381	..	40	..	..	..	1	..	..	..	..	..	..	731	636
T	..	43	44	39	44	38	47	54	381	..	41	..	..	..	1	..	..	..	..	..	..	732	636
14. New Orleans, La. M	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	585
F	44	28	96	157	225	45	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	595	479
T	44	28	96	157	225	47	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*e*597	479
15. Washington, D. C. M	..	..	..	..	6	10	6	2	3	1	1	..	..	..	..	..	..	..	..	..	..	29	590
F	..	..	..	..	186	120	148	133	125	96	75	..	..	4	3	..	..	..	..	..	..	890	638
T	..	..	..	..	192	130	154	135	128	97	76	..	..	4	3	..	..	..	..	..	..	*f*919	637
16. Newark, N. J. M	..	..	..	..	..	..	..	1	..	..	1	1	..	..	..	..	1	..	..	..	..	4	875
F	..	..	..	76	53	5	59	60	63	305	11	39	39	1	21	4	14	..	..	..	..	750	710
T	..	..	..	76	53	5	59	61	63	305	12	40	39	1	21	4	15	..	..	..	..	*g*754	711

a Including 23 assistant principals at $1,500 and 3 French and German teachers at $900 to $1,056, average $972.

b Including 69 assistant principals at $900 to $1,200, average $980; average of 872 teachers (not including assistant principals) $607.

c Including 8 first English assistants at $1,200 to $1,500, average $1,325; 28 first German assistants at $1,200 to $1,500, average $1,318, and 113 German teachers at $450 to $800, average $673.

d Including 91 German teachers at $400 to $900, average $659.

e Including 60 assistant principals at $405 to $585, average $560, and not including 34 cadets at $240.

f Including 23 model teachers at $600 to $775, average $673.

g Including 62 assistant principals at $850 to $1,200, average $988.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
17. Jersey City, N. J.	M	..	..	...	..	...	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	103	33	19	37	98	7	87	11	99	..	35	1	17	2	..	..	..	..	..	549	$650
	T	..	..	103	33	19	37	98	7	87	11	99	..	35	1	17	2	..	..	..	..	..	[a]549	650
18. Louisville, Ky.	M	..	..	1	1	1	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	..	3	467
	F	..	21	108	91	117	119	36	...	..	...	..	..	..	..	..	..	..	..	..	..	..	492	504
	T	..	21	109	92	118	119	36	...	..	...	..	..	..	..	..	..	..	..	..	..	..	[b]495	504
19. Minneapolis, Minn.	M	..	..	...	..	...	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	...	18	13	44	80	91	87	345	82	..	..	..	..	..	..	..	..	..	..	762	699
	T	..	..	...	18	13	44	80	93	87	345	82	..	..	..	..	..	..	..	..	..	..	762	699
20. Indianapolis, Ind.	M	..	..	...	..	1	1	3	2	..	...	1	..	..	..	..	..	..	..	..	..	..	8	622
	F	..	..	39	32	30	37	256	102	..	...	13	..	..	..	..	..	..	..	..	..	..	509	582
	T	..	..	39	32	31	38	259	104	..	...	14	..	..	..	..	..	..	..	..	..	..	[c]517	582
21. Providence, R. I.	M	..	..	...	..	...	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	25	19	33	26	240	33	1	24	..	..	..	..	5	..	..	..	..	..	..	406	593
	T	..	..	25	19	33	26	240	33	1	24	..	..	..	..	5	..	..	..	..	..	..	[d]406	593
22. Kansas City, Mo.	M	..	..	...	2	...	1	2	...	..	...	..	..	..	..	..	..	..	..	..	..	..	5	549
	F	..	..	22	46	42	38	333	...	..	...	..	..	..	..	..	..	..	..	..	..	..	481	593
	T	..	..	22	48	42	39	335	...	..	...	..	..	..	..	..	..	..	..	..	..	..	486	592
23. St. Paul, Minn.	M	..	..	...	..	...	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	25	32	37	55	34	27	16	220	..	..	..	..	..	..	..	..	..	..	..	446	644
	T	..	..	25	32	37	55	34	27	16	220	..	..	..	..	..	..	..	..	..	..	..	446	644
24. Rochester, N. Y.	M	..	..	...	..	...	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	27	14	7	2	69	48	277	...	..	...	..	..	..	..	..	..	..	..	..	..	..	444	549
	T	27	14	7	2	69	48	277	...	..	...	..	..	..	..	..	..	..	..	..	..	..	444	549

a Including 45 assistant principals at $940 to $1,190, average $985.

b Including kindergarten teachers, number not reported.

c Including 14 assistant principals at $800 and 35 German teachers at $400 to $650, average $579.

d Including 9 critic teachers at $600 to $1,000 average $822, and not including 10 substitutes at $400 and 28 pupil teachers at $300.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
25. Toledo, Ohio	M	..	..	..	..	1	...	1	7	1	2	..	..	..	..	..	..	..	..	..	..	..	12	$657
	F	..	17	18	19	22	47	53	169	2	3	..	..	..	..	..	..	..	..	..	..	..	350	587
	T	..	17	18	19	23	47	54	176	3	5	..	..	..	..	..	..	..	..	..	..	..	362	589
26. Denver, Colo	M	..	..	..	..	..	...	...	...	..	3	4	..	..	..	..	..	..	..	..	..	..	7	787
	F	..	..	..	..	..	...	90	...	..	350	44	..	..	..	41	..	..	..	..	..	..	525	762
	T	..	..	..	..	..	...	90	...	..	353	48	..	..	..	41	..	..	..	..	..	..	532	762
27. Allegheny, Pa	M	..	..	..	..	..	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	..	..	7	18	25	21	24	115	41	58	19	..	..	..	..	..	..	..	..	328	745
	T	..	..	..	..	7	18	25	21	24	115	41	58	19	..	..	..	..	..	..	..	..	328	745
28. Columbus, Ohio	M	..	..	..	..	..	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	36	31	30	32	133	128	...	..	...	..	..	..	..	..	..	..	..	..	..	..	390	546
	T	..	36	31	30	32	133	128	...	..	...	..	..	..	..	..	..	..	..	..	..	..	390	546
29. Worcester, Mass	M	..	..	..	..	2	...	...	...	5	1	..	..	..	..	..	..	..	..	..	..	..	8	656
	F	1	..	8	16	75	51	246	5	12	5	..	..	..	..	..	..	..	..	..	..	..	419	574
	T	1	..	8	16	77	51	246	5	17	6	..	..	..	..	..	..	..	..	..	..	..	*a*427	575
30. Los Angeles, Calif	M	..	..	..	..	..	...	8	...	2	2	..	..	..	..	7	..	..	..	..	..	..	19	777
	F	..	..	..	..	22	4	124	44	77	207	..	..	..	..	..	..	..	..	..	..	..	478	694
	T	..	..	..	..	22	4	132	44	79	209	..	..	..	..	7	..	..	..	..	..	..	*b*497	697
31. New Haven, Conn	M	..	..	..	..	3	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	..	3	500
	F	24	21	21	16	76	42	92	15	21	13	1	..	1	..	..	..	..	..	..	..	..	343	537
	T	24	21	21	16	79	42	92	15	21	13	1	..	1	..	..	..	..	..	..	..	..	346	536
32. Syracuse, N. Y	M	..	..	..	..	..	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	13	14	25	19	39	25	18	241	..	...	..	..	..	..	..	..	..	..	..	..	..	394	579
	T	13	14	25	19	39	25	18	241	..	...	..	..	..	..	..	..	..	..	..	..	..	394	579

a Including 4 German and French teachers at $300 to $750, average $513.

b Including 7 assistant principals at $1,000.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
33. Fall River, Mass.	M	..	..	..	..	1	..	...	...	...	..	..	..	..	..	..	..	..	..	..	..	..	1	$520
	F	41	19	2	6	185	57	6	...	...	..	..	..	..	..	..	..	..	..	..	..	..	316	493
	T	41	19	2	6	186	57	6	...	...	..	..	..	..	..	..	..	..	..	..	..	..	317	493
34. Memphis, Tenn.	M	..	..	..	..	...	...	...	...	...	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	14	16	22	8	44	1	20	2	1	..	..	..	..	..	..	..	..	..	..	..	128	534
	T	..	14	16	22	8	44	1	20	2	1	..	..	..	..	..	..	..	..	..	..	..	128	534
35. Omaha, Neb.	M	..	..	..	..	...	...	...	...	...	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	9	15	12	16	16	20	141	27	27	..	..	..	..	..	..	..	..	..	..	..	283	632
	T	..	9	15	12	16	16	20	141	27	27	..	..	..	..	..	..	..	..	..	..	..	283	632
36. Paterson, N. J.	M	..	..	..	..	...	...	...	...	...	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	..	..	...	221	...	76	8	..	..	..	..	..	..	..	..	..	..	..	..	305	580
	T	..	..	..	..	...	221	...	76	8	..	..	..	..	..	..	..	..	..	..	..	..	305	580
37. St. Joseph, Mo.	M	..	..	..	1	...	...	...	...	...	..	..	..	..	..	..	..	..	..	..	..	..	1	473
	F	13	14	21	29	114	...	...	...	...	..	..	..	..	..	..	..	..	..	..	..	..	191	477
	T	13	14	21	30	114	...	...	...	...	..	..	..	..	..	..	..	..	..	..	..	..	192	477
38. Scranton, Pa.	M	..	..	..	..	...	...	...	...	...	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	8	59	47	30	102	60	...	..	..	..	..	..	..	..	..	..	..	..	..	306	555
	T	..	..	8	59	47	30	102	60	...	..	..	..	..	..	..	..	..	..	..	..	..	306	555
39. Lowell, Mass.	M	..	..	..	..	...	...	...	...	...	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	..	..	10	...	205	...	...	..	..	..	..	..	..	..	..	..	..	..	..	215	595
	T	..	..	..	..	10	...	205	...	...	..	..	..	..	..	..	..	..	..	..	..	..	215	595
40. Portland, Ore.	M	..	..	..	..	...	...	...	...	...	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	..	..	...	11	25	79	122	67	..	..	..	..	..	..	..	..	..	..	..	304	684
	T	..	..	..	..	...	11	25	79	122	67	..	..	..	..	..	..	..	..	..	..	..	304	684

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
41. Cambridge, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	1	..	..	2	$1,300
	F	..	..	..	10	11	21	15	12	169	11	4	..	12	..	..	..	..	..	..	..	..	265	675
	T	..	..	..	10	11	21	15	12	169	11	4	..	12	..	..	..	1	..	1	..	..	267	680
42. Atlanta, Ga.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	1	28	16	...	76	38	42	16	...	..	...	..	..	..	..	..	..	..	..	..	..	217	517
	T	1	28	16	...	76	38	42	16	...	..	...	..	..	..	..	..	..	..	..	..	..	*a*217	517
43. Albany, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	13	7	7	11	169	...	17	..	...	..	..	..	..	..	..	..	..	..	..	224	586
	T	..	..	13	7	7	11	169	...	17	..	...	..	..	..	..	..	..	..	..	..	..	224	586
44. Dayton, Ohio	M	..	..	..	..	1	1	...	...	2	..	...	..	..	..	..	..	..	..	..	..	..	4	641
	F	6	14	14	63	42	108	47	1	20	..	...	..	..	..	..	..	..	..	..	..	..	315	546
	T	6	14	14	63	43	109	47	1	22	..	...	..	..	..	..	..	..	..	..	..	..	*b*319	547
45. Seattle, Wash.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	7	3	13	64	53	157	..	..	..	..	..	..	..	..	..	..	297	755
	T	..	..	..	..	..	7	3	13	64	53	157	..	..	.	..	..	..	..	..	..	..	297	755
46. Grand Rapids, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	7	13	13	18	21	88	105	20	2	...	1	..	..	..	..	..	..	..	..	..	288	608
	T	..	7	13	13	18	21	88	105	20	2	...	1	..	..	..	..	..	..	..	..	..	288	608
47. Hartford, Conn.		Partial report only																						
48. Richmond, Va.	M	..	..	..	7	..	...	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	7	450
	F	16	14	73	100	12	2	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	217	436
	T	16	14	73	107	12	2	...	...	...	..	...	..	..	..	..	..	..	..	..	..	..	224	439

a Including 21 assistant principals at $400 to $650, average $588.

b Including 22 assistant principals at $720 and kindergarten teachers, number not reported.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
49. Reading, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	F	..	90	38	23	95	23	11	37	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	T	..	90	38	23	95	23	11	37	..	..	..	..	..	..	..	..	..	..	..	..	..	317	$483
50. Nashville, Tenn.	M	..	2	2	4	..	..	1	..	4	..	2	..	..	..	..	..	..	..	..	..	..	317	483
	F	6	14	12	23	45	31	21	9	8	3	8	6	..	..	..	..	..	..	..	..	..	15	557
	T	6	16	14	27	45	31	22	9	12	3	10	6	..	..	..	..	..	..	..	..	..	186	538
51. Wilmington, Del.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*a*201	539
	F	..	13	132	27	30	17	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	T	..	13	132	27	30	17	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	222	432
52. Camden, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	222	432
	F	..	..	79	30	14	88	42	11	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	T	..	..	79	30	14	88	42	11	6	..	..	..	..	..	..	..	..	..	..	..	..	270	526
53. Bridgeport, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	270	526
	F	..	..	35	8	35	74	39	8	..	1	..	1	3	..	..	..	..	..	..	..	..	..	..
	T	..	..	35	8	35	74	39	8	..	1	..	1	3	..	..	..	..	..	..	..	..	204	548
54. Trenton, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*b*204	548
	F	..	18	27	31	53	..	55	14	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	T	..	18	27	31	53	..	55	14	1	..	..	..	..	..	..	..	..	..	..	..	..	199	507
55. Troy, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	199	507
	F	..	13	..	6	111	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	T	..	13	..	6	111	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	135	495
56. Lynn, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	135	495
	F	..	..	..	12	2	8	152	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	T	..	..	..	12	2	8	152	..	..	..	..	..	..	..	..	..	..	..	..	..	..	174	586
																							174	586

a Including 6 assistant principals at $700 to $800, average $733.

b Including 5 critics at $750 to $900, average $860.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
57. Oakland, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	..	..	..	..	..	4	7	11	62	..	126	..	..	..	..	..	..	..	..	210	$866
	T	..	..	..	..	..	..	..	4	7	11	62	..	126	..	..	..	..	..	..	..	..	210	866
58. New Bedford, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	..	19	5	9	125	9	..	7	..	..	..	..	..	..	..	..	..	..	..	174	611
	T	..	..	..	19	5	9	125	9	..	7	..	..	..	..	..	..	..	..	..	..	..	174	611
59. Somerville, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	7	..	..	..	..	203	12	..	..	..	..	..	..	..	..	..	..	..	..	222	647
	T	..	..	7	..	..	..	..	203	12	..	..	..	..	..	..	..	..	..	..	..	..	222	647
60. Lawrence, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	18	30	97	17	26	..	..	..	..	..	..	..	..	..	..	..	..	..	..	188	501
	T	..	..	18	30	97	17	26	..	..	..	..	..	..	..	..	..	..	..	..	..	..	188	501
61. Springfield, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	6	7	4	8	14	164	15	19	1	5	..	..	..	..	..	..	..	..	..	..	243	596
	T	..	6	7	4	8	14	164	15	19	1	5	..	..	..	..	..	..	..	..	..	..	243	596
62. Des Moines, Ia.		Partial report only																						
63. Savannah, Ga.	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	400
	F	..	..	24	22	16	16	15	11	10	..	..	..	..	..	..	..	..	..	..	..	..	114	524
	T	..	..	25	22	16	16	15	11	10	..	..	..	..	..	..	..	..	..	..	..	..	115	423
64. Hoboken, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	..	38	48	..	23	22	10	5	12	..	20	..	..	..	5	..	..	..	..	183	639
	T	..	..	..	38	48	..	23	22	10	5	12	..	20	..	..	..	5	..	..	..	..	*a*183	639

a Including 5 assistant principals at $1,200.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
65. Peoria, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	16	21	20	26	34	128	..	..	..	..	..	..	..	..	..	..	..	..	..	..	245	$537
	T	..	16	21	20	26	34	128	..	..	..	..	..	..	..	..	..	..	..	..	..	..	245	537
66. Evansville, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	2	7	4	32	95	35	10	..	..	..	..	..	..	..	..	..	..	..	..	..	185	546
	T	..	2	7	4	32	95	35	10	..	..	..	..	..	..	..	..	..	..	..	..	..	185	546
67. Manchester, N. H.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	550
	F	..	5	10	5	5	82	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	107	522
	T	..	5	10	5	5	83	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	108	522
68. Utica, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	10	7	13	103	34	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	170	499
	T	..	10	7	13	103	34	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	170	499
69. San Antonio, Tex.	M	..	..	..	..	..	2	6	2	1	..	..	..	..	..	..	..	..	..	..	..	..	11	637
	F	..	8	7	13	15	19	39	7	17	..	..	..	..	..	..	..	..	..	..	..	..	125	574
	T	..	8	7	13	15	21	45	9	18	..	..	..	..	..	..	..	..	..	..	..	..	136	579
70. Duluth, Minn.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	500
	F	..	..	2	4	54	46	30	78	7	..	..	..	..	..	..	..	..	..	..	..	..	221	594
	T	..	..	2	4	55	46	30	78	7	..	..	..	..	..	..	..	..	..	..	..	..	222	594
71. Salt Lake City, Utah	M	..	1	..	..	1	2	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	9	588
	F	11	7	26	36	28	52	27	67	14	..	..	..	..	..	..	..	..	..	..	..	..	268	561
	T	11	8	26	36	29	54	29	70	14	..	..	..	..	..	..	..	..	..	..	..	..	277	562
72. Waterbury, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	29	20	13	10	66	22	2	..	..	..	..	..	..	..	..	..	..	..	..	162	551
	T	..	..	29	20	13	10	66	22	2	..	..	..	..	..	..	..	..	..	..	..	..	162	551

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
73. Elizabeth, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	12	5	20	55	8	6	8	..	..	..	..	..	2	..	..	..	..	..	..	*a*116	$559
	T	..	..	12	5	20	55	8	6	8	..	..	..	..	..	2	..	..	..	..	..	..	*a*116	559
74. Erie, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	35	33	44	23	28	16	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	180	431
	T	35	33	44	23	28	16	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	180	431
75. Charleston, S. C.		Partial report only																						
76. Wilkesbarre, Pa.	M	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	563
	F	..	5	29	33	26	15	36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	144	504
	T	..	5	29	33	27	15	37	..	..	..	..	..	..	..	..	..	..	..	..	..	..	146	504
77. Kansas City, Kans.	M	..	..	..	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	18	14	6	116	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	154	486
	T	..	18	14	6	116	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	154	486
78. Norfolk, Va.	M	..	..	..	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	5	1	37	17	10	6	2	10	..	..	..	..	..	..	..	..	..	..	..	..	..	88	477
	T	5	1	37	17	10	6	2	10	..	..	..	..	..	..	..	..	..	..	..	..	..	88	477
79. Harrisburg, Pa.	M	..	..	..	1	...	..	3	3	..	..	..	..	..	..	..	..	..	..	..	..	..	7	610
	F	17	11	30	54	...	..	12	7	..	..	..	..	..	..	..	..	..	..	..	..	..	131	451
	T	17	11	30	55	...	..	15	10	..	..	..	..	..	..	..	..	..	..	..	..	..	138	459
80. Yonkers, N. Y.	M	..	..	..	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	..	..	...	..	44	38	27	31	16	6	8	..	1	..	..	..	..	..	..	171	704
	T	..	..	..	..	...	..	44	38	27	31	16	6	8	..	1	..	..	..	..	..	..	171	704

a Including 7 assistant principals at $600 to $1,000, average $743.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
81. Portland, Ore.		No data obtainable																						
82. Houston, Tex.		Partial report only																						
83. Holyoke, Mass.	M	..	..	..	..	..	..	...	..	1	..	..	..	1	..	..	..	..	..	..	..	..	2	$800
	F	..	..	..	1	6	7	100	8	9	..	..	..	..	..	..	..	..	..	..	..	..	131	604
	T	..	..	..	1	6	7	100	8	10	..	..	..	1	..	..	..	..	..	..	..	..	133	607
84. Youngstown, Ohio	M	..	..	..	..	..	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	24	11	22	25	27	18	11	14	..	..	..	..	..	..	..	..	..	..	..	..	..	152	474
	T	24	11	22	25	27	18	11	14	..	..	..	..	..	..	..	..	..	..	..	..	..	152	474
85. Fort Wayne, Ind.	M	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
	F	..	1	12	29	72	9	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	124	499
	T	..	1	12	29	72	9	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	125	500
86. Akron, Ohio	M	..	..	..	..	..	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	14	8	17	16	32	55	31	..	..	..	..	..	..	..	..	..	..	..	..	..	..	173	502
	T	14	8	17	16	32	55	31	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a173	502
87. Tacoma, Wash.	M	..	..	..	..	..	..	...	1	3	2	..	..	..	..	..	..	..	..	..	..	..	6	708
	F	..	..	..	..	5	16	20	25	72	23	..	..	..	..	..	..	..	..	..	..	..	161	666
	T	..	..	..	..	5	16	20	26	75	25	..	..	..	..	..	..	..	..	..	..	..	167	667
88. Covington, Ky.	M	..	..	..	..	..	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	..	..	..	66	10	13	..	..	..	..	..	..	..	..	..	..	..	..	..	89	570
	T	..	..	..	..	..	66	10	13	..	..	..	..	..	..	..	..	..	..	..	..	..	b89	570
89. Lancaster, Pa.	M	..	..	..	..	..	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	13	56	18	2	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	89	419
	T	..	13	56	18	2	..	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	89	419

a Including kindergarten teachers, number not reported.

b Including principals, number not reported.

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
90. Lincoln, Neb.....M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$599
F	..	1	4	17	18	45	21	..	..	..	..	..	..	..	..	..	..	..	..	..	..	106	560
T	..	1	4	17	18	46	21	..	..	..	..	..	..	..	..	..	..	..	..	..	..	107	561
91. Dallas, Tex.....	Partial report only																						
92. Brockton, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
F	..	..	..	14	17	113	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	152	557
T	..	..	..	14	17	113	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a152	557
93. Schenectady, N.Y.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
F	..	13	..	15	47	41	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	117	503
T	..	13	..	15	47	41	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	117	503
94. Pawtucket, R. I.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
F	..	6	13	13	17	56	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	120	525
T	..	6	13	13	17	56	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	b120	525
95. Birmingham, Ala.....M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	428
F	19	12	15	28	12	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	88	426
T	19	12	16	28	12	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	89	426
96. Little Rock, Ark.....	Partial report only																						
97. Spokane, Wash.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
F	..	4	..	9	16	14	43	38	63	..	..	..	..	..	..	..	..	..	..	..	..	187	646
T	..	4	..	9	16	14	43	38	63	..	..	..	..	..	..	..	..	..	..	..	..	187	646
98. Altoona, Pa.....M	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
F	3	36	37	34	18	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	135	440
T	3	36	37	34	18	7	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	137	443

a Including 8 assistant principals at $600.

b Including 7 assistant principals at $360 to $600, average $537.

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
99. Augusta, Ga. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	15	6	36	..	..	13	..	12	..	..	..	..	..	..	..	..	..	..	..	..	..	82	$450
T	15	6	36	..	..	13	..	12	..	..	..	..	.	..	..	..	..	..	..	..	..	82	450
100. Saginaw, Mich. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
F	8	7	12	5	51	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	88	457
T	8	7	12	5	51	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	88	457
101. Binghamton, N. Y.	Partial report only																						
102. Mobile, Ala.	Partial report only																						
103. South Bend, Ind.	No data obtainable																						
104. Wheeling, W. Va. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	..
F	..	..	44	63	10	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	126	473
T	..	..	44	63	10	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	126	473
105. Springfield, O.	No data obtainable																						
106. Johnstown, Pa. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
F	..	4	13	34	11	47	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	118	522
T	..	4	13	34	11	47	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	118	522
107. Haverhill, Mass. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
F	3	..	5	11	16	76	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	119	528
T	3	..	5	11	16	76	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	119	528
108. Terre Haute, Ind. M	..	..	..	1	3	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	8	547
F	..	..	9	26	78	41	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	154	520
T	..	..	9	27	81	43	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	162	522

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
109. Allentown, Pa.	M	..	..	.	2	..	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	$585
	F	..	3	36	37	14	1	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	100	478
	T	..	3	36	39	14	1	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	108	486
110. McKeesport, Pa.	M	..	..	..	..	..	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
	F	..	..	23	29	83	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	135	502
	T	..	..	23	29	83	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	135	502
111. Dubuque, Iowa	M	3	..	..	..	..	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	250
	F	4	4	21	25	28	9	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	97	461
	T	7	4	21	25	28	9	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a100	455
112. Davenport, Iowa	M	..	..	..	..	..	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
	F	..	..	17	3	68	47	3	9	..	..	..	..	..	..	..	..	..	..	..	..	..	147	520
	T	..	..	17	3	68	47	3	9	..	..	..	..	..	..	..	..	..	..	..	..	..	b147	520
113. Quincy, Ill.		No data obtainable																						
114. Salem, Mass.	M	..	..	..	..	..	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
	F	..	..	..	..	27	..	62	..	..	..	..	..	..	..	..	..	..	..	..	..	..	89	570
	T	..	..	..	..	27	..	62	..	..	..	..	..	..	..	..	..	..	..	..	..	..	89	570
115. Elmira, N. Y.	M	..	..	..	..	..	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
	F	5	31	28	40	10	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	114	423
	T	5	31	28	40	10	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	114	423
116. Malden, Mass.	M	..	..	..	..	..	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
	F	3	3	2	3	1	3	101	11	..	..	..	..	..	..	..	..	..	..	..	..	..	127	585
	T	3	3	2	3	1	3	101	11	..	..	..	..	..	..	..	..	..	..	..	..	..	127	585

a Including 5 German teachers at $250.

b Including 20 German teachers at $400 to $550, average $513.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
117. Bayonne, N. J.	M	..	..	..	..	..	..	..	...	..	..	...	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	9	22	25	23	46	8	..	..	14	..	..	..	..	..	..	..	..	..	..	147	$582
	T	..	..	9	22	25	23	46	8	..	..	14	..	..	..	..	..	..	..	..	..	..	*a*147	582
118. Superior, Wis.	M	..	..	..	..	..	3	5	2	..	..	...	..	..	..	..	..	..	..	..	..	..	10	613
	F	1	..	16	7	22	27	22	11	..	..	...	..	..	..	..	..	..	..	..	..	..	106	550
	T	1	..	16	7	22	30	27	13	..	..	...	..	..	..	..	..	..	..	..	..	..	116	555
119. York, Pa.	M	1	..	4	8	3	2	..	...	..	..	...	..	..	..	..	..	..	..	..	..	..	18	470
	F	36	21	24	9	..	..	..	...	..	..	...	..	..	..	..	..	..	..	..	..	..	90	375
	T	37	21	28	17	3	2	..	...	..	..	...	..	..	..	..	..	..	..	..	..	..	*b*108	391
120. Newton, Mass.	M	..	..	..	..	..	..	..	...	..	..	...	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	1	..	..	..	..	22	105	..	21	...	..	..	..	..	..	..	..	..	..	..	149	659
	T	..	1	..	..	..	..	22	105	..	21	...	..	..	..	..	..	..	..	..	..	..	149	659
121. Springfield, Ill.	M	..	..	..	..	..	..	..	...	..	..	...	..	..	..	..	..	..	..	..	..	..	...	...
	F	6	8	5	8	24	20	31	...	..	..	...	..	..	..	..	..	..	..	..	..	..	102	510
	T	6	8	5	8	24	20	31	...	..	..	...	..	..	..	..	..	..	..	..	..	..	102	510
122. Butte, Mont.	M	..	..	..	..	..	..	..	...	..	..	...	..	1	..	..	..	..	..	..	..	..	1	900
	F	..	..	..	..	..	2	..	...	..	..	113	..	40	..	..	..	..	..	..	..	..	155	823
	T	..	..	..	..	..	2	..	...	..	..	113	..	41	..	..	..	..	..	..	..	..	156	823
123. Chester, Pa.	M	1	..	..	..	1	..	..	...	..	..	...	..	..	..	..	..	..	..	..	..	..	2	428
	F	27	25	..	47	14	11	..	...	..	..	...	..	..	..	..	..	..	..	..	..	..	124	437
	T	28	25	..	47	15	11	..	...	..	..	...	..	..	..	..	..	..	..	..	..	..	126	437
124. Chelsea, Mass.	M	..	..	..	..	..	..	..	1	..	..	...	..	..	..	..	..	..	..	..	..	..	1	650
	F	7	..	9	1	7	11	75	6	..	..	...	..	..	..	..	..	..	..	..	..	..	116	551
	T	7	..	9	1	7	11	75	7	..	..	...	..	..	..	..	..	..	..	..	..	..	117	552

a Including 14 assistant principals at $800.

b Not including 15 assistants at $180 to $225, average $186.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
125. Topeka, Kans.	M	..	..	..	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	$518
	F	..	9	15	25	68	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	117	494
	T	..	9	15	26	71	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	121	495
126. Fitchburg, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	..	..	..	3	4	70	..	..	..	..	..	..	..	..	..	..	..	..	..	77	644
	T	..	..	..	..	..	3	4	70	..	..	..	..	..	..	..	..	..	..	..	..	..	77	644
127. Knoxville, Tenn.	M	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	456
	F	37	12	8	7	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	77	387
	T	37	12	10	8	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	80	390
128. East St. Louis, Ill.	M	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	575
	F	..	..	8	11	18	16	20	17	8	..	..	..	..	..	..	..	..	..	..	..	..	98	557
	T	..	..	8	11	18	17	21	17	8	..	..	..	..	..	..	..	..	..	..	..	..	100	558
129. Rockford, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	6	24	26	37	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	112	417
	T	6	24	26	37	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	112	417
130. Atlantic City, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	18	36	34	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	93	484
	T	..	..	18	36	34	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	93	484
131. Montgomery, Ala.	M	..	..	..	..	..	.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	31	..	26	15	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	76	357
	T	31	..	26	15	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	76	357
132. Taunton, Mass.	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	400
	F	6	7	18	14	10	51	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	110	488
	T	6	7	19	14	10	51	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a111	488

a Including 1 permanent substitute at $300 and 16 teachers of rural schools at $325 to $575, average $430

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
133. Newcastle, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	15	27	33	33	..	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	113	$420
	T	15	27	33	33	..	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a113	420
134. Passaic, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	1	19	19	29	13	14	16	..	..	..	..	..	..	..	..	..	..	..	..	111	572
	T	..	..	1	19	19	29	13	14	16	..	..	..	..	..	..	..	..	..	..	..	..	b111	572
135. Canton, O.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	..	..	97	16	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	123	536
	T	..	..	..	..	97	16	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	123	536
136. Jacksonville, Fla.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	57	17	17	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	92	321
	T	57	17	17	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	92	321
137. Galveston, Tex.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	..	20	15	10	20	8	1	5	..	..	..	..	..	..	..	..	..	..	..	..	79	525
	T	..	..	20	15	10	20	8	1	5	..	..	..	..	..	..	..	..	..	..	..	..	79	525
138. Sioux City, Iowa	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	..	33	33	66	33	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	165	450
	T	..	33	33	66	33	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	165	450
139. Auburn, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	13	20	17	19	19	4	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	94	419
	T	13	20	17	19	19	4	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	94	419
140. Racine, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
	F	1	9	16	15	21	24	4	8	..	..	..	..	..	..	..	..	..	..	..	..	..	98	494
	T	1	9	16	15	21	24	4	8	..	..	..	..	..	..	..	..	..	..	..	..	..	98	494

a Including 5 assistant principals at $585 to $630, average $594.

b Including 1 general substitute at $650.

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
141. South Omaha, Neb.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
F	..	..	..	..	88	6	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	97	$546
T	..	..	..	..	88	6	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	[a]97	546
142. Joplin, Mo.....M	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	428
F	18	15	29	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	82	389
T	18	15	30	21	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	84	390
143. Joliet, Ill.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
F	16	16	13	33	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	95	433
T	16	16	13	33	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	95	433
144. Chattanooga, Tenn.....M	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	423
F	28	21	10	14	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	77	386
T	28	22	10	15	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	79	387
145. Woonsocket, R. I.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
F	2	11	7	9	31	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	60	453
T	2	11	7	9	31	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	60	453
146. Sacramento, Calif.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	..	..	..	..	..	35	30	21	8	..	..	5	..	..	..	..	..	..	99	764
T	..	..	..	..	..	..	..	..	35	30	21	8	..	..	5	..	..	..	..	..	..	99	764
147. La Crosse, Wis.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
F	..	..	33	30	30	7	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	110	477
T	..	..	33	30	30	7	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	110	477
148. Oshkosh, Wis.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...	...
F	..	1	9	41	12	10	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	74	479
T	..	1	9	41	12	10	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	74	479

a Including 3 regular substitutes at $630.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
149. Newport, Ky.		No d	ata o	btain	able																			
150. Williamsport, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	F	..	..	51	19	..	13	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	84	$448
	T	..	..	51	19	..	13	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	84	448
151. Pueblo, Colo.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	F	..	7	9	2	..	9	17	12	6	5	1	2	..	2	..	..	..	..	..	..	..	72	605
	T	..	7	9	2	..	9	17	12	6	5	1	2	..	2	..	..	..	..	..	..	..	*a*72	605
152. Council Bluffs, Iowa		Parti	al rep	ort on	ly																			
153. New Britain, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	F	..	2	26	32	3	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	66	451
	T	..	2	26	32	3	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*b*66	451
154. Everett, Mass.	M	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	575
	F	..	..	2	26	23	57	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	116	526
	T	..	..	2	26	23	60	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	119	528
155. Cedar Rapids, Iowa	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	405
	F	23	9	11	48	7	11	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	111	430
	T	23	9	12	48	7	11	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*c*112	429
156. Lexington, Ky.		Parti	al rep	ort on	ly																			
157. Bay City, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	F	15	9	16	23	10	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	74	418
	T	15	9	16	23	10	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	74	418

a Including 1 supply at $808, 1 arithmetic teacher at $950, and 1 reading teacher at $950.

b Not including 12 model teachers, salaries not reported.

c Including 2 assistant principals at $630.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																				Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
158. Fort Worth, Tex.	M	..	1	1	..	..	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	5	$542
	F	..	14	6	18	3	10	20	2	1	..	..	..	..	..	..	..	..	..	..	..	..	74	515
	T	..	15	7	18	3	11	20	4	1	..	..	..	..	..	..	..	..	..	..	..	..	79	516
159. Easton, Pa.	M	..	..	..	1	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	525
	F	..	39	7	14	17	..	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	82	435
	T	..	39	7	15	18	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	85	439
160. Gloucester, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
	F	19	13	44	6	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	86	388
	T	19	13	44	6	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	86	388
161. West Hoboken, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
	F	11	15	4	18	4	9	1	7	6	..	1	..	1	..	..	..	..	..	..	..	..	77	502
	T	11	15	4	18	4	9	1	7	6	..	1	..	1	..	..	..	..	..	..	..	..	77	502
162. North Adams, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
	F	..	7	4	65	4	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	86	460
	T	..	7	4	65	4	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	86	460
163. Jackson City, Mich.	M	..	..	..	1	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	533
	F	..	..	4	52	7	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	64	470
	T	..	..	4	53	8	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	67	473
164. Kalamazoo, Mich.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	500
	F	9	21	21	23	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	75	409
	T	9	21	21	23	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	67	410
165. Quincy, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....	....
	F	..	..	28	19	45	15	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	109	482
	T	..	..	28	19	45	15	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a109	482

a Including 2 assistant principals at $600.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
166. Hamilton, Ohio	M	..	..	..	1	.	1	1	..	1	..	.	..	..	..	..	..	..	.	..	..	..	4	$594
	F	..	5	12	32	19	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	71	477
	T	..	5	12	33	19	4	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	a75	483
167. Orange, N. J.		Partial report only																						
168. Kingston, N. Y.	M	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	500
	F	..	..	..	39	18	4	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	68	485
	T	..	..	..	39	20	4	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	70	486
169. Newburg, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	73	10	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	85	463
	T	..	..	..	73	10	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	85	463
170. Aurora, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	8	8	9	15	3	8	9	3	1	..	..	..	..	..	..	..	..	..	..	..	64	532
	T	..	8	8	9	15	3	8	9	3	1	..	..	..	..	..	..	..	..	..	..	..	64	532
171. Lima, O.	M	..	.	..	..	..	..	..	..	..	..	..	..	.	..	..	..	..	..	..	..	..	.	...
	F	26	18	21	12	5	..	..	..	..	..	..	.	..	..	..	..	..	..	..	..	..	82	393
	T	26	18	21	12	5	..	..	..	..	..	.	..	..	..	..	..	..	..	..	..	..	82	393
172. Nashua, N. H.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.	..	..	..	..	...
	F	..	..	33	15	..	..	..	..	..	..	..	..	..	..	..	..	.	..	..	..	..	48	416
	T	..	..	33	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	48	416
173. Meriden, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	4	9	34	4	28	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	83	490
	T	..	4	9	34	4	28	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	83	490

a Including 3 German teachers at $475 to $618, average $538.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																				Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over	
174. Jamestown, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	4	12	13	14	9	5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	58	$440
	T	4	12	13	14	9	5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	58	440
175. Wichita, Kans.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	26	11	5	45	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	87	419
	T	26	11	5	45	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	87	419
176. Waltham, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	4	6	50	..	3	..	..	..	..	..	..	..	..	..	..	..	..	63	594
	T	..	..	..	..	4	6	50	..	3	..	..	..	..	..	..	..	..	..	..	..	..	63	594
177. Poughkeepsie, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	9	35	8	2	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	57	474
	T	..	..	9	35	8	2	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	57	474
178. Muncie, Ind.	M	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	495
	F	..	..	2	45	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	59	495
	T	..	..	2	47	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	61	495
179. Lewiston, Me.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	7	5	29	16	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	59	419
	T	7	5	29	16	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	[a]59	419
180. Mt. Vernon, N. Y.		No data obtainable																						
181. Cohoes, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	472
	T	..	..	..	36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	472

[a] Including kindergarten teachers, number not reported.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
182. Zanesville, O.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	75	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	75	$525
	T	..	..	..	..	75	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	75	525
183. Bloomington, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	5	..	67	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	75	471
	T	..	5	..	67	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	75	471
184. Newport News, Va.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	1	38	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	409
	T	..	1	38	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	409
185. Colorado Springs, Colo.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	1	1	14	8	14	55	..	..	..	..	..	..	..	..	..	..	..	93	730
	T	..	..	..	..	1	1	14	8	14	55	..	..	..	..	..	..	..	..	..	..	..	93	730
186. Sheboygan, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	15	33	6	8	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	63	458
	T	..	..	15	33	6	8	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	63	458
187. East Orange, N. J.	M	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	2	663
	F	..	..	..	..	..	3	24	29	9	7	1	..	..	..	..	..	..	..	..	..	..	73	660
	T	..	..	..	..	..	3	25	29	10	7	1	..	..	..	..	..	..	..	..	..	..	75	660
188. Elgin, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	2	8	15	13	17	19	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	76	497
	T	2	8	15	13	17	19	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	76	497
189. Watertown, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	18	51	12	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	85	373
	T	18	51	12	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	85	373

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
190. Springfield, Mo.	M	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$315
	F	17	32	12	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	63	354
	T	19	32	12	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	65	335
191. Austin, Texas.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	..	9	..	21	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	504
	T	1	..	9	..	21	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	504
192. Macon, Ga.		No data obtainable																						
193. Burlington, Iowa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	5	7	12	17	40	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	92	474
	T	5	7	12	17	40	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	92	474
194. Clinton, Iowa.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	570
	F	..	20	17	10	4	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	55	434
	T	..	20	17	10	4	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	[a]56	437
195. Pittsfield, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	7	12	23	54	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	96	429
	T	7	12	23	54	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	96	429
196. Roanoke, Va.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	6	8	27	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	392
	T	6	8	27	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	392
197. Amsterdam, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	15	32	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	52	543
	T	..	..	..	..	15	32	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	52	543

a Not including 23 normal-class teachers at $170 to $332, average $246.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
198. Anderson, Ind.	M	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$608
	F	..	2	7	29	14	8	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	62	495
	T	..	2	7	29	14	9	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	64	499
199. Norristown, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	3	15	27	5	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	52	442
	T	..	3	15	27	5	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	52	442
200. Columbia, S. C.	M	..	2	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	435
	F	13	..	21	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	353
	T	13	2	21	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	37	360
201. Newport, R. I.	M	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	700
	F	1	..	6	10	8	22	4	..	2	..	1	..	..	..	..	..	..	..	..	..	..	54	528
	T	1	..	6	10	8	22	4	..	3	..	1	..	..	..	..	..	..	..	..	..	..	55	531
202. Decatur, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	5	5	8	13	27	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	59	466
	T	5	5	8	13	27	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	59	466
203. Bangor, Me.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	16	19	6	34	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	79	413
	T	16	19	6	34	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	79	413
204. Waco, Tex.	M	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	518
	F	..	..	..	8	..	38	9	5	..	..	..	..	..	..	..	..	..	..	..	..	..	60	578
	T	..	..	..	9	..	39	9	5	..	..	..	..	..	..	..	..	..	..	..	..	..	62	576
205. San Jose, Calif.	M	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	840
	F	..	..	..	..	..	..	..	..	12	73	..	..	..	..	..	..	..	..	..	..	..	85	768
	T	..	..	..	..	..	..	..	..	12	73	1	..	..	..	..	..	..	..	..	..	..	86	769

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
206. Oswego, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	37	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	53	$383
	T	..	37	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	53	383
207. Warwick, R. I.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	7	39	3	4	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	55	429
	T	..	7	39	3	4	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	55	429
208. Brookline, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	3	11	55	10	..	..	..	..	..	..	..	..	..	..	..	79	711
	T	..	..	..	..	..	..	3	11	55	10	..	..	..	..	..	..	..	..	..	..	..	79	711
209. Niagara Falls, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	2	13	8	23	29	..	.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	75	443
	T	2	13	8	23	29	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	75	443
210. Shenandoah, Pa.	M	..	1	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	420
	F	7	17	14	6	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	49	396
	T	7	18	16	9	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	55	398
211. Petersburg, Va.		No data obtainable																						
212. Lynchburg, Va.		No data obtainable																						
213. Wilmington, N. C.		No data obtainable																						
214. Rock Island, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	4	5	5	41	5	1	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	64	456
	T	4	5	5	41	5	1	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	a64	456

a Including 3 assistant principals at $675.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
215. Evanston, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	45	...
	F	..	..	..	..	..	..	1	15	11	13	4	..	..	1	..	..	..	..	..	..	..		$716
	T	..	..	..	..	..	..	1	15	11	13	4	..	..	1	..	..	..	..	..	..	..	45	716
216. Leavenworth, Kans.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	2	14	8	11	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	52	447
	T	2	14	8	11	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	52	447
217. Port Huron, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	12	15	13	20	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	61	392
	T	12	15	13	20	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	61	392
218. Paducah, Ky.	M	..	..	6	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	416
	F	..	..	50	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	50	405
	T	..	..	56	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	58	407
219. Madison, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	2	33	12	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	448
	T	..	2	33	12	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	448
220. Chicopee, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	50	12	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	68	418
	T	..	..	50	12	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	68	418
221. Findlay, O.		No data obtainable																						
222. New Albany, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	40	17	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	58	440
	T	..	..	40	17	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	58	440

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
223. New Brunswick, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	19	21	4	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	48	$460
	T	..	..	19	21	4	4	..	..	..	..	..	..	..	..	..	..	..	..	..	.	..	48	460
224. Concord, N. H.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	4	4	8	7	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	476
	T	1	4	4	8	7	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	476
225. Medford, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	2	6	7	60	..	..	..	..	..	..	..	..	..	..	..	..	..	..	75	583
	T	..	..	..	2	6	7	60	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a75	583
226. Muskegon, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	7	13	13	12	9	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	417
	T	7	13	13	12	9	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	417
227. Battle Creek, Mich.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	500
	F	4	4	4	25	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	50	446
	T	4	4	4	25	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	447
228. Winona, Minn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	13	20	19	1	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	58	485
	T	..	..	13	20	19	1	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	58	485
229. Perth Amboy, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	5	50	2	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	59	459
	T	..	..	5	50	2	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	59	459
230. Green Bay, Wis.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	575
	F	..	..	20	23	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	58	457
	T	..	..	20	23	15	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	59	459

a Including kindergarten teachers, number not reported.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
231. Charlotte, N. C.		No data obtainable																						
232. Sandusky, O.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	55	$430
	F	12	6	8	11	15	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	55	430
	T	12	6	8	11	15	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
233. Marion, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	77	525
	F	..	..	..	14	63	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	77	525
	T	..	..	..	14	63	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
234. Burlington, Vt.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	45	422
	F	5	3	10	25	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	45	422
	T	5	3	10	25	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
235. Northampton, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	68	452
	F	..	..	30	31	6	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	68	452
	T	..	..	30	31	6	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
236. Gloversville, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	48	424
	F	..	..	31	14	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	48	424
	T	..	..	31	14	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
237. Galesburg, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	62	468
	F	..	10	4	25	19	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	62	468
	T	..	10	4	25	19	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
238. Central Falls, R. I.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	450
	F	..	4	16	19	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	450
	T	..	4	16	19	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
239. Pensacola, Fla.		No data obtainable																						

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
240. Ottumwa, Iowa	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	18	8	26	11	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	72	$422
	T	18	8	26	11	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	72	422
241. Lorain, O	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	14	10	11	9	5	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	58	466
	T	..	14	10	11	9	5	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	58	466
242. Shamokin, Pa	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	20	8	9	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	57	381
	T	20	8	9	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	57	381
243. Newark, O	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	47	8	..	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	61	430
	T	..	..	47	8	..	6	.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	61	430
244. Portsmouth, O	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	15	8	7	17	6	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	57	404
	T	15	8	7	17	6	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	57	404
245. Norwich, Conn		No data obtainable																							
246. Tampa, Fla		No data obtainable																							
247. Mansfield, O	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	510
	F	5	19	18	7	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	54	400
	T	5	19	18	7	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	55	402
248. Richmond, Ind	M	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	2	760
	F	..	..	..	..	44	..	8	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	546
	T	..	..	..	..	44	..	8	4	..	2	..	..	..	..	..	..	..	..	..	..	..	..	58	554

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
249. New London, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	7	7	10	8	5	10	12	..	1	..	1	..	..	..	..	..	..	..	..	..	..	61	$481
	T	7	7	10	8	5	10	12	..	1	..	1	..	..	..	..	..	..	..	..	..	..	61	481
250. Lafayette, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	8	24	40	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	72	544
	T	..	..	..	8	24	40	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	72	544
251. Moline, Ill.		No data obtainable																						
252. Lebanon, Pa.	M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	460
	F	35	13	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	53	343
	T	35	13	3	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	54	346
253. E. Liverpool, O.	M	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	394
	F	21	13	5	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	364
	T	21	14	6	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	53	365
254. Cumberland, Md.		No data obtainable																						
255. Stockton, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	2	..	5	3	11	6	10	10	..	..	..	..	..	..	..	..	..	47	751
	T	..	..	..	..	2	..	5	3	11	6	10	10	..	..	..	..	..	..	..	..	..	47	751
256. San Diego, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	1	..	12	11	18	14	..	..	..	..	..	..	..	..	..	..	..	56	694
	T	..	..	..	..	1	..	12	11	18	14	..	..	..	..	..	..	..	..	..	..	..	56	694
257. Great Falls, Mont.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	..	11	36	..	..	..	..	..	..	..	..	..	..	..	47	749
	T	..	..	..	..	..	..	..	..	11	36	..	..	..	..	..	..	..	..	..	..	..	47	749

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
258. Belleville, Ill.	M	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$550
	F	..	14	8	11	12	4	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	52	454
	T	..	14	8	11	12	6	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	54	458
259. Alameda, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	..	..	..	30	10	30	..	..	..	..	..	..	..	..	..	..	70	785
	T	..	..	..	..	..	..	..	..	30	10	30	..	..	..	..	..	..	..	..	..	..	70	785
260. Danville, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	18	16	18	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	52	416
	T	..	18	16	18	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	52	416
261. Columbus, Ga.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	34	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	515
	T	..	..	..	..	34	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	515
262. Portsmouth, Va.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	4	6	10	6	5	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	409
	T	4	6	10	6	5	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	409
263. Marinette, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	.	9	16	20	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	46	422
	T	..	9	16	20	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	46	422
264. El Paso, Tex.	M	..	..	..	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	467
	F	..	..	..	..	..	10	..	12	..	24	9	..	..	..	..	..	..	..	..	..	..	55	725
	T	..	..	..	2	1	10	..	12	..	24	9	..	..	..	..	..	..	..	..	..	..	58	712
265. Eau Claire, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*a*)	(*a*)
	F	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	(*a*)	(*a*)
	T	5	17	15	34	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	71	409

a Not separately reported.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
266. Lansing, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	20	21	12	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	$404
	T	1	20	21	12	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	404
267. Braddock, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	.	1	4	28	9	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	491
	T	..	1	4	28	9	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	491
268. Danville, Va.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	15	18	13	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	47	351
	T	15	18	13	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	47	351
269. Logansport, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	2	5	49	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	470
	T	..	2	5	49	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	470
270. Shreveport, La.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	12	14	2	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	31	512
	T	..	..	..	12	14	2	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	31	512
271. Key West, Fla.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	18	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	22	316
	T	18	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	22	316
272. Stamford, Conn.	M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	550
	F	4	..	13	10	45	7	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	80	491
	T	4	..	13	10	45	8	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	81	492
273. Lockport, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	6	7	9	25	5	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	53	425
	T	6	7	9	25	5	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	[a]53	425

[a] Not including 11 probationary teachers at $150 per year and $0.75 per day additional when in charge of room and classes

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
274. Ogden, Utah	M	..	2	3	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	$424
	F	17	13	14	22	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	78	418
	T	17	15	17	22	12	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	84	418
275. Biddeford, Me		No d	ata o	btain	able																			
276. Plainfield, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	4	10	13	22	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	567
	T	..	..	..	4	10	13	22	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	567
277. Union, N. J.	M	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	1	800
	F	..	..	..	..	27	18	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	45	536
	T	..	..	..	..	27	18	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	46	542
278. Danbury, Conn.		Parti	al rep	ort on	ly																			
279. New Rochelle, N. Y.	M	..	..	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	2	700
	F	..	..	..	3	6	4	12	7	10	14	7	1	4	..	..	..	..	..	..	..	..	..	68	674
	T	..	..	..	3	6	4	13	7	10	14	8	1	4	..	..	..	..	..	..	..	..	..	70	675
280. Berkeley, Calif.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	..	..	48	17	..	..	..	..	..	..	..	..	..	..	..	..	65	735
	T	..	..	..	..	..	..	..	..	48	17	..	..	..	..	..	..	..	..	..	..	..	..	65	735
281. Elkhart, Ind.	M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	495
	F	..	2	3	41	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	48	475
	T	..	2	3	42	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	49	476
282. Atchison, Kans.	M	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	360
	F	3	1	20	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	410
	T	3	2	20	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	408

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
283. Parkersburg, W. Va.....M	..	2	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	$421
F	12	10	20	6	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	54	419
T	12	12	22	7	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	59	419
284. Pottsville, Pa.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	7	3	21	9	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	418
T	7	3	21	9	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	418
285. Michigan City, Ind.....M	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	765
F	..	..	21	4	25	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	50	481
T	..	..	21	4	25	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	51	487
286. Appleton, Wis.....M	..	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	548
F	3	9	18	14	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	46	412
T	3	9	18	15	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	[a]48	418
287. Fond du Lac, Wis.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	.	2	33	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	428
T	..	2	33	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	428
288. Ann Arbor, Mich.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	3	7	5	3	21	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	446
T	3	7	5	3	21	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	446
289. Asheville, N. C.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	13	11	9	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	354
T	13	11	9	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	354
290. Jackson, Tenn.....	No data obtainable																							

[a] Including 2 assistant principals at $540 and $600, average $570.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
291. Bradford, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	46	....
	F	..	4	17	23	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		$434
	T	..	4	17	23	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	46	434
292. Jacksonville, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	45	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	47	495
	T	..	..	..	45	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	47	495
293. Sedalia, Mo.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	18	19	5	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	48	361
	T	18	19	5	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	48	361
294. Montclair, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	..	..	4	17	18	6	4	..	..	1	..	..	..	..	..	..	..	..	50	654
	T	..	..	..	..	..	4	17	18	6	4	..	..	1	..	..	..	..	..	..	..	..	50	654
295. Rome, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	1	4	22	5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	419
	T	1	4	22	5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	419
296. Alton, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	11	10	7	9	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	481
	T	..	..	11	10	7	9	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	481
297. Middletown, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	21	11	8	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	43	454
	T	..	..	21	11	8	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	43	454
298. Vicksburg, Miss.		No data obtainable																						
299. Meridian, Miss.		Partial report only																						

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
300. Hazleton, Pa.	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$405
	F	6	7	7	26	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	46	433
	T	6	7	8	26	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	47	432
301. Waterloo, Ia.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	25	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	25	454
	T	..	..	..	25	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	25	454
302. Ogdensburg, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	3	15	9	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	378
	T	3	15	9	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	378
303. Kankakee, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	23	7	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	389
	T	..	23	7	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	389
304. Plymouth, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	8	11	15	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	35	378
	T	8	11	15	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	35	378
305. Cranston, R. I.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	11	6	13	7	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	445
	T	1	11	6	13	7	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	445
306. Streator, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	1	3	16	19	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	41	506
	T	..	1	3	16	19	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	41	506
307. Marietta, Ohio.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	3	1	11	6	26	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	466
	T	3	1	11	6	26	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	466

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
308. Muscatine, Ia.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	54	$453
	F	7	3	4	6	34	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
	T	7	3	4	6	34	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	54	453
309. Cheyenne, Wyo.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	25	648
	F	..	..	..	..	..	..	23	2	..	..	..	..	..	..	..	..	..	..	..	..	..		
	T	..	..	..	..	..	..	23	2	..	..	..	..	..	..	..	..	..	..	..	..	..	25	648
310. Keokuk, Ia.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	48	464
	F	4	3	10	24	..	1	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
	T	4	3	10	24	..	1	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	48	464
311. Beverley, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	54	486
	F	..	2	3	3	46	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
	T	..	2	3	3	46	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	54	486
312. Watervliet, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	456
	F	..	..	..	36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
	T	..	..	..	36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	456
313. Manistee, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	389
	F	8	14	20	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
	T	8	14	20	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51	389
314. Bridgeton, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	42	386
	F	..	22	17	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
	T	..	22	17	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	42	386
315. Mt. Carmel, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	29	311
	F	27	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
	T	27	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	29	311

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
316. Clinton, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	39	3	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	$463
T	..	..	..	39	3	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	463
317. Newburyport, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	3	5	8	12	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	29	409
T	3	5	8	12	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	29	409
318. Steubenville, Ohio.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	9	2	18	7	6	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	43	463
T	..	9	2	18	7	6	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	43	463
319. Hagerstown, Md.....	No data obtainable																						
320. Alexandria, Va.....	No data obtainable																						
321. Wilkinsburg, Pa.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	2	19	16	..	10	..	..	..	..	..	..	..	..	..	..	..	..	..	47	580
T	..	..	..	2	19	16	..	10	..	..	..	..	..	..	..	..	..	..	..	..	..	47	580
322. Fort Dodge, Ia.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	3	20	12	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38	441
T	..	3	20	12	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38	441
323. Woburn, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	2	2	5	..	20	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	46	408
T	2	2	5	..	20	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	46	498
324. Melrose, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	5	6	13	29	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	57	523
T	..	..	5	6	13	29	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	57	523

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
325. Hammond, Ind.	M	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$587
	F	..	..	6	16	8	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	37	500
	T	..	..	6	16	8	8	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	504
326. Carbondale, Pa.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	650
	F	..	2	15	20	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	41	437
	T	..	2	15	20	1	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	42	442
327. Ashtabula, Ohio.	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	420
	F	8	5	9	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	29	395
	T	8	5	10	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	396
328. Freeport, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	9	8	5	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38	440
	T	..	9	8	5	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38	440
329. Mahanoy City, Pa.	M	..	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	428
	F	..	..	10	26	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	457
	T	..	..	12	28	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	43	454
330. Hyde Park, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	7	10	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	464
	T	..	..	7	10	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	464
331. S. Bethlehem, Pa.		No data obtainable																						
332. Flint, Mich.		Partial report only																						
333. Laredo, Tex.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19	476
	T	..	..	..	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19	476

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
334. Ashland, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	12	15	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*a*43	$530
	T	..	..	..	12	15	16	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*a*43	530
335. Oil City, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	6	..	23	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*b*49	482
	T	..	6	..	23	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*b*49	482
336. Homestead, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	31	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	565
	T	..	..	..	..	..	31	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	565
337. Raleigh, N. C.		No data obtainable																						
338. Leominster, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	10	1	2	10	11	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	35	443
	T	10	1	2	10	11	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	35	443
339. Janesville, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	15	17	15	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*c*51	382
	T	15	17	15	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	*c*51	382
340. Ishpeming, Mich.		No data obtainable																						
341. Dunmore, Pa.		No data obtainable																						
342. Owensboro, Ky.	M	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	383
	F	..	37	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	37	373
	T	..	38	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38	374

a Including kindergarten teachers, number not reported.
b Including 9 principals, 8 of whom receive $90 and one $45 in addition to regular salary as grade teacher.
c Including principals, number not reported, who receive $1 per room per month in addition to regular salary as grade teachers.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
343. Pottstown, Pa.	M	..	..	3	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	$464
	F	..	40	12	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	371
	T	..	40	15	1	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	64	383
344. Helena, Mont.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	6	9	13	2	3	1	..	..	..	..	..	..	..	..	..	34	707
	T	..	..	..	....	..	..	6	9	13	2	3	1	..	..	..	..	..	..	..	..	..	34	707
345. Ithaca, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	2	7	17	14	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	42	471
	T	..	2	7	17	14	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	42	471
346. Kenosha, Wis.		No data obtainable																						
347. Marlboro, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	5	..	40	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	49	500
	T	..	..	5	..	40	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	49	500
348. Glens Falls, N. Y		No data obtainable																						
349. Chillicothe, Ohio.	M	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	700
	F	..	7	31	12	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	54	412
	T	..	7	31	12	4	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	55	417
350. Menominee, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	5	23	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	35	427
	T	..	5	23	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	35	427
351. Auburn, Me.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	40	15	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	320
	T	40	15	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	320

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
352. Elwood, Ind.	No data obtainable																						
353. Ansonia, Conn. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	..	20	35	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	57	$551
T	..	..	..	..	20	35	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	57	551
354. Dover, N. H. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	3	..	1	30	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	444
T	3	..	1	30	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	444
355. Wausau, Wis. M	..	..	1	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	495
F	5	7	13	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	402
T	5	7	14	15	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	43	410
356. E. Providence, R. I. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	3	24	25	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	401
T	3	24	25	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	401
357. Cairo, Ill. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	12	4	4	7	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	397
T	12	4	4	7	1	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	397
358. Pittston, Pa.	No data obtainable																						
359. West Bay City, Mich. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	10	21	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	46	373
T	10	21	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	46	373
360. Spartansburg, S. C. M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	10	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	339
T	10	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	339

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
361. Leadville, Colo.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	7	8	7	3	2	..	..	..	..	..	..	..	..	..	..	27	$691
	T	..	..	..	..	..	..	7	8	7	3	2	..	..	..	..	..	..	..	..	..	..	27	691
362. Westfield, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	1	10	23	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	35	464
	T	..	1	10	23	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	35	464
363. Steelton, Pa.		Partial report only																						
364. Marion, Ohio.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	12	3	11	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	45	397
	T	12	3	11	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	45	397
365. Piqua, Ohio.		No data obtainable																						
366. Fresno, Calif.	M	..	..	..	..	..	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	2	879
	F	..	..	..	..	..	..	..	..	56	8	..	..	..	..	..	..	..	..	..	..	..	64	718
	T	..	..	..	..	..	..	..	..	57	8	..	..	..	..	1	..	..	..	..	..	..	a66	723
367. Natchez, Miss.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.	...
	F	..	13	..	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	415
	T	..	13	..	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	415
368. Manitowoc, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	9	4	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	17	441
	T	..	..	9	4	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	17	441
369. Greenville, S. C.		No data obtainable																						

a Including 1 assistant principal at $1,045.

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
370. Columbia, Pa.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	19	7	7	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	$365
T	19	7	7	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	365
371. Oklahoma, Okla.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	20	18	29	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	87	455
T	..	20	18	29	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	87	455
372. Hannibal, Mo.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	12	15	9	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	45	375
T	12	15	9	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	45	375
373. Nanticoke, Pa.....	No data obtainable																						
374. Stillwater, Minn.....	No data obtainable																						
375. Marshalltown, Ia.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	4	9	25	4	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	43	462
T	..	4	9	25	4	.	..	1	..	.	..	..	..	..	..	..	..	..	..	..	..	43	462
376. Lansingburg, N. Y.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	6	1	2	8	18	9	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	46	470
T	6	1	2	8	18	9	1	..	..	1	..	..	..	..	..	..	..	..	..	..	..	46	470
377. Saratoga Springs, N. Y..M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	6	22	3	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	466
T	..	..	6	22	3	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	466
378. Massillon, Ohio.....M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	650
F	4	3	16	4	3	4	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	37	445
T	4	3	16	4	3	4	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	38	450

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
379. Huntington, W. Va.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$400
F	36	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	42	317
T	36	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	43	319
380. Attleboro, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	2	20	22	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	49	448
T	..	2	20	22	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	49	448
381. Charleston, W. Va.....M	1	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	386
F	14	27	15	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	60	375
T	15	28	15	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	63	375
382. Galena, Kans.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	13	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	18	329
T	13	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	18	329
383. Dunkirk, N. Y.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	5	1	21	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	446
T	..	5	1	21	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	446
384. Morristown, N. J.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	..	5	12	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	577
T	..	..	..	..	5	12	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	577
385. Hornellsville, N. Y.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	8	8	17	4	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	392
T	8	8	17	4	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	392
386. Greenwich, Conn.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	..	..	4	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	15	610
T	..	..	..	..	..	4	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	15	610

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
387. Milford, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	10	6	18	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	$392
	T	10	6	18	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	392
388. Ironton, Ohio	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	14	6	12	11	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	44	389
	T	14	6	12	11	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	44	389
389. Fort Smith, Ark.	M	..	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	540
	F	2	7	4	16	7	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	460
	T	2	7	4	16	11	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	43	468
390. Denison, Tex.		No data obtainable																						
391. Greensboro, N. C.	M	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	2	675
	F	..	20	11	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	390
	T	..	20	11	2	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	35	406
392. Kearney, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	1	9	22	3	5	1	1	..	..	..	..	..	..	..	..	..	..	..	..	42	520
	T	..	..	1	9	22	3	5	1	1	..	..	..	..	..	..	..	..	..	..	..	..	42	520
393. Augusta, Me.		No data obtainable																						
394. Tiffin, Ohio	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	3	3	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	26	426
	T	1	3	3	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	26	426
395. Phillipsburg, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	5	8	4	16	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	474
	T	..	5	8	4	16	..	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	474

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
396. Sault Ste. Marie, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	1	12	30	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	$500
	T	..	..	1	12	30	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	500
397. Pine Bluff, Ark.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	6	10	..	22	4	..	12	1	..	1	..	..	..	..	..	..	..	..	..	..	..	56	474
	T	6	10	..	22	4	..	12	1	..	1	..	..	..	..	..	..	..	..	..	..	..	56	474
398. Alpena, Mich.		No data obtainable																						
399. Peabody, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	3	..	26	4	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	432
	T	3	..	26	4	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	432
400. Framingham, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	3	29	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	467
	T	..	..	3	29	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	467
401. Naugatuck, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	8	9	10	2	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	34	498
	T	..	..	8	9	10	2	4	1	..	..	..	..	..	..	..	..	..	..	..	..	..	34	498
402. Corning, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	4	9	4	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	20	473
	T	..	..	4	9	4	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	20	473
403. Revere, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	1	6	6	28	10	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	499
	T	..	1	6	6	28	10	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	56	499

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
404. Rutland, Vt.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	13	15	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	$404
T	..	13	15	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	404
405. Adams, Mass.....M	..	..	..	..	..	..	..		..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	20	6	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	419
T	..	20	6	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	419
406. Beloit, Wis.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	18	14	9	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	425
T	..	18	14	9	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	425
407. Walla Walla, Wash.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	..	..	11	17	5	4	7	..	..	..	..	..	..	..	..	..	..	..	44	626
T	..	..	..	..	..	11	17	5	4	7	..	..	..	..	..	..	..	..	..	..	..	44	626
408. Gardner, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	7	21	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	371
T	7	21	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	371
409. Baton Rouge, La.....	Partial report only																						
410. Butler, Pa.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	8	10	6	13	6	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	411
T	8	10	6	13	6	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	411
411. Weymouth, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	1	2	25	12	..	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	59	521
T	..	1	2	25	12	..	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	59	521

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
412. Guthrie, Okla.	M	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	$315
	F	..	..	..	36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	450
	T	2	..	..	36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38	443
413. Manchester, Conn.		No d	ata o	btain	able																			
414. Kokomo, Ind.	M	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	675
	F	1	..	4	35	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	453
	T	1	..	4	35	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	41	458
415. Harrison, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	4	2	4	2	2	..	..	..	..	..	2	..	..	..	..	..	..	16	655
	T	..	..	..	..	4	2	4	2	2	..	..	..	..	..	2	..	..	..	..	..	..	a16	655
416. Geneva, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	3	..	1	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	480
	T	..	3	..	1	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	480
417. Pittsburg, Kans.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	25	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	377
	T	..	25	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	377
418. Mankato, Minn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	3	8	16	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	447
	T	..	3	8	16	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	447
419. Lawrence, Kans.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	3	16	10	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	425
	T	..	3	16	10	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	425

a Including 2 assistant principals at $1,000.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
420. Sherman, Tex.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	1	..	6	27	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	37	$528
	T	..	1	..	6	27	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	37	528
421. Bath, Me.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	16	..	14	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	357
	T	16	..	14	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	357
422. Ottawa, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	30	10	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	41	540
	T	..	..	..	..	30	10	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	41	540
423. Portsmouth, N. H.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	2	5	6	2	..	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	470
	T	2	5	6	2	..	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	470
424. Little Falls, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	15	6	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	24	483
	T	..	..	..	15	6	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	24	483
425. Johnstown, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	28	2	3	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	424
	T	..	..	28	2	3	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	424
426. Jeffersonville, Ind.		No data obtainable																						
427. Millville, N. J.		No data obtainable																						
428. Southbridge, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	3	6	14	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	24	384
	T	3	6	14	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	24	384

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
429. Athens, Ga.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	6	..	3	10	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	$497
	T	..	6	..	3	10	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a21	497
430. Henderson, Ky.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	8	10	4	9	6	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38	399
	T	8	10	4	9	6	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38	399
431. Vincennes, Ind.		Partial report only																						
432. La Salle, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	20	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	557
	T	..	..	..	..	..	20	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	557
433. Winston, N. C.		No data obtainable																						
434. Peekskill, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	8	6	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	461
	T	..	..	8	6	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	461
435. Meadville, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	6	1	17	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	465
	T	..	6	1	17	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	465
436. Marquette, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	1	14	9	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	496
	T	..	..	1	14	9	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	496
437. Sioux Falls, S. D.		No data obtainable																						

a Including 2 assistant principals at $630.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
438. Beaver Falls, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	11	10	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	$413
	T	..	11	10	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	413
439. Hot Springs, Ark.	M	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	3	720
	F	10	4	..	..	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	22	416
	T	10	4	..	..	8	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	25	453
440. Bellaire, Ohio		No data obtainable																						
441. Fort Scott, Kans.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	40	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	400
	T	..	..	40	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	400
442. Sunbury, Pa.	M	..	..	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	495
	F	6	1	13	4	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	413
	T	6	1	13	6	4	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	423
443. Pontiac, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	12	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	27	387
	T	1	12	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	27	387
444. Manchester, Va.		No data obtainable																						
445. Watertown, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	2	5	15	2	4	..	..	..	..	..	..	..	..	..	..	..	..	..	28	552
	T	..	..	..	2	5	15	2	4	..	..	..	..	..	..	..	..	..	..	..	..	..	28	552
446. Ironwood, Mich.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	500
	F	..	..	..	1	13	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	27	524
	T	..	..	..	1	14	13	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	523

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
447. Anniston, Ala.	M	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$270
	F	4	5	..	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	403
	T	5	5	..	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	22	397
448. Bloomfield, N. J.	M	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	600
	F	..	..	..	..	22	12	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	39	538
	T	..	..	..	..	22	12	4	2	..	..	..	..	..	..	..	..	..	..	..	..	..	40	540
449. Jefferson City, Mo.		No data obtainable																						
450. Adrian, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	2	18	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	25	411
	T	..	2	18	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	25	411
451. Carlisle, Pa.	M	..	1	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	506
	F	7	..	11	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	389
	T	7	1	11	3	2	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	27	406
452. Mattoon, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	27	6	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	397
	T	1	27	6	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	397
453. Plymouth, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	900
	F	9	8	12	5	2	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38	402
	T	9	8	12	5	2	1	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..	39	415
454. Fargo, N. D.		No data obtainable																						
455. Middletown, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	3	7	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	441
	T	..	3	7	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	441

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
456. Escanaba, Mich.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	$500
	F	..	..	..	26	6	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	465
	T	..	..	..	26	7	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	35	466
457. Hudson, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	6	15	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	459
	T	..	..	6	15	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	459
458. West Chester, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	16	10	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	31	535
	T	..	..	..	..	16	10	3	2	..	..	..	..	..	..	..	..	..	..	..	..	..	31	535
459. Stevens Point, Wis.		No data obtainable																						
460. Huntington, Ind.	M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	548
	F	..	..	..	..	16	14	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	538
	T	..	..	..	..	17	14	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	538
461. Natick, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	16	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	414
	T	..	16	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	414
462. Frankfort, Ky.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	7	5	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	16	405
	T	..	7	5	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	16	405
463. Waterville, Me.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	F	..	..	36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	400
	T	..	..	36	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	400

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
464. Amesbury, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	2	16	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	20	$392
	T	2	16	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	20	392
465. Olean, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	5	17	13	2	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	442
	T	..	5	17	13	2	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	442
466. Anaconda, Mont.		Partial report only																						
467. Hackensack, N. J.		No data obtainable																						
468. Clarksville, Tenn.		No data obtainable																						
469. Beaumont, Tex.	M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	405
	F	..	..	6	3	25	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38	520
	T	..	..	7	3	25	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	517
470. Waukegan, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	3	8	12	2	4	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	468
	T	1	3	8	12	2	4	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	468
471. Carthage, Mo.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	3	6	18	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	396
	T	3	6	18	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	395
472. Traverse City, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	22	6	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	29	386
	T	..	22	6	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	29	386

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
473. Port Jervis, N. Y.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	9	11	10	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	$466
T	..	..	9	11	10	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	466
474. Hutchinson, Kans.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	14	7	8	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	413
T	..	14	7	8	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	413
475. Dubois, Pa.....M	..	..	5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6	413
F	..	18	14	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	394
T	..	18	19	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	397
476. Paris, Tex.....	Partial report only																						
477. Corsicana, Tex.....M	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	585
F	..	1	5	4	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	25	491
T	..	1	5	4	15	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	26	495
478. Frederick, Md.....M	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	241
F	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7	216
T	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10	224
479. Wakefield, Mass.....M	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	500
F	..	4	6	11	16	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40	468
T	..	4	6	11	17	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	41	469
480. Madison, Ia.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	2	..	18	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	394
T	2	..	18	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	394

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
481. Iron Mountain, Mich.... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	6	13	23	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	47	$502
T	..	..	6	13	23	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	47	502
482. Middletown, Ohio.....	Parti	al rep	ort on	ly																				
483. Oskaloosa, Ia..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	8	20	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	418
T	..	8	20	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	418
484. Webb City, Mo..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	11	..	4	7	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	398
T	11	..	4	7	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	398
485. Phoenixville, Pa..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	3	4	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	405
T	3	4	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	405
486. Batavia, N. Y..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	2	14	13	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	440
T	..	2	14	13	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	440
487. Keene, N. H..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	23	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a34	313
T	23	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a34	313
488. Pasadena, Calif..... M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
F	..	..	..	..	..	..	..	49	4	..	..	..	..	..	..	..	..	..	..	..	..	..	53	678
T	..	..	..	..	..	..	..	49	4	..	..	..	..	..	..	..	..	..	..	..	..	..	53	678

a Including kindergarten teachers, number not reported.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
489. Champaign, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	26	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	26	$450
	T	..	..	..	26	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	26	450
490. Newbern, N. C.	M	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	240
	F	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19	281
	T	21	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	277
491. Brunswick, Ga.		Partial report only																						
492. N. Tonawanda, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	2	6	11	9	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	462
	T	..	2	6	11	9	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	462
493. Duquesne, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	2	2	35	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	48	492
	T	..	2	2	35	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	48	492
494. Cortland, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	11	2	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	25	454
	T	..	..	11	2	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	25	454
495. Lancaster, Ohio		No data obtainable																						
496. Alliance, Ohio	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	1	5	6	3	10	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	27	452
	T	1	5	6	3	10	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	27	452
407. Lincoln, Ill.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	19	3	4	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	451
	T	..	..	19	3	4	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	451

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
498. Willimantic, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	1	3	6	14	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	29	$455
	T	1	3	6	14	4	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	29	455
499. Lincoln, R. I.		No data obtainable																						
500. Cumberland, R. I.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	15	13	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	454
	T	..	..	15	13	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	454
501. Sharon, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	25	6	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	434
	T	..	..	25	6	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	434
502. Berlin, N. H.		Partial report only																						
503. Boone, Iowa	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	(a)	(a)	(a)	(a)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	425
	T	..	(a)	(a)	(a)	(a)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44	425
504. Long Branch, N. J.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	..	7	13	7	14	4	1	..	..	..	..	..	..	..	..	..	..	..	..	46	555
	T	..	..	..	7	13	7	14	4	1	..	..	..	..	..	..	..	..	..	..	..	..	46	555
505. Chambersburg, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	18	1	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	26	341
	T	18	1	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	26	341
506. Webster, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
	F	..	..	7	6	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	14	452
	T	..	..	7	6	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	14	452

a Not separately reported.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
507. Elyria, O.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	F	2	8	8	8	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	$423
	T	2	8	8	8	3	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	423
508. Selma, Ala.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	F	6	..	..	..	6	2	5	..	..	..	1	..	..	..	..	..	..	..	..	..	..	20	496
	T	6	..	..	..	6	2	5	..	..	..	1	..	..	..	..	..	..	..	..	..	..	20	496
509. Owosso, Mich.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	F	1	5	25	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	391
	T	1	5	25	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	391
510. Xenia, O.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	F	..	..	16	4	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	29	438
	T	..	..	16	4	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	29	438
511. St. Cloud, Minn.		Partial report only																						
512. Wabash, Ind.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	F	..	..	..	a26	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a26	495
	T	..	..	..	a26	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	a26	495
513. Arlington, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	F	..	..	..	..	..	..	32	3	..	1	..	..	..	..	..	..	..	..	..	..	..	36	608
	T	..	..	..	..	..	..	32	3	..	1	..	..	..	..	..	..	..	..	..	..	..	36	608
514. Washington, Ind.	M	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	479
	F	..	..	4	16	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	480
	T	..	..	4	20	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	27	480

a Not including 11 teachers in 3d and 4th grades with salaries based on license, amount not reported.

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
515. Danvers, Mass.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	.	....
F	1	..	6	22	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	$437
T	1	..	6	22	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	30	437
516. Stonington, Conn.....	Partial report only																						
517. Merrill, Wis.....	No data obtainable																						
518. Warren, O.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	6	5	6	5	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	489
T	..	6	5	6	5	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36	489
519. Annapolis, Md.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	15	300
T	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	15	300
520. Rochester, N. H.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	6	16	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	369
T	6	16	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	369
521. Peru, Ind.....M	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	495
F	..	1	6	25	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	467
T	..	1	6	26	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	467
522. Barre, Vt.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	....
F	..	34	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	396
T	..	34	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	34	396
523. Fremont, Ohio.....M	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	405
F	5	4	9	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	22	395
T	5	4	10	2	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	395

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																						Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
524. Watertown, Wis.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	7	3	3	4	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19	$383
	T	7	3	3	4	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19	383
525. Plattsburg, N. Y.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	10	9	..	4	..	4	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	28	444
	T	..	10	9	..	4	..	4	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	28	444
526. Pekin, Ill.		No data obtainable																							
527. Kewanee, Ill.		Partial report only																							
528. Astoria, Ore.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	5	..	5	6	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	487
	T	..	5	..	5	6	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	487
529. Torrington, Conn.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	4	4	32	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	43	396
	T	4	4	32	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	43	396
530. Palestine, Tex.		No data obtainable																							
531. Ware, Mass.	M	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	1	850
	F	..	4	17	..	4	2	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	28	430
	T	..	4	17	..	4	2	..	..	1	..	..	1	..	..	..	..	..	..	..	..	..	..	29	444
532. Titusville, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	32	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	428
	T	..	..	32	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	428

TABLE IV—*Continued*

City	Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																					Total Elem. School Teachers	Average Yearly Salary
	Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
533. Cambridge, O.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
F	6	14	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	$366
T	6	14	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	366
534. Bowling Green, Ky.....M	..	..	2	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	438
F	..	..	6	9	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	16	444
T	..	..	8	11	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	20	443
535. Emporia, Kans.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
F	..	..	..	31	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	465
T	..	..	..	31	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	465
536. Laramie, Wyo.....	No data obtainable																						
537. Rockland, Me.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
F	5	14	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	363
T	5	14	14	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31	363
538. Columbus, Ind.....M	..	..	..	(a)	(a)	(a)	(a)	(a)	(a)	..	..	..	..	..	..	..	..	..	..	..	..	8	583
F	..	..	(a)	(a)	(a)	(a)	(a)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	485
T	..	..	(a)	(a)	(a)	(a)	(a)	(a)	(a)	..	..	..	..	..	..	..	..	..	..	..	..	40	505
539. Chippewa Falls, Wis.....M	..	..	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	510
F	..	1	13	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	29	436
T	..	1	13	16	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	32	443
540. Tyler, Tex.....M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
F	9	1	3	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	24	390
T	9	1	3	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	24	390

a Not reported, averages for each grade only are given.

TABLE IV—*Continued*

City		Number of Elementary School Teachers (not Including Principals) Receiving a Yearly Salary of—																				Total Elem. School Teachers	Average Yearly Salary
		Under $350	$350 or under $400	$400 or under $450	$450 or under $500	$500 or under $550	$550 or under $600	$600 or under $650	$650 or under $700	$700 or under $750	$750 or under $800	$800 or under $850	$850 or under $900	$900 or under $950	$950 or under $1,000	$1,000 or under $1,100	$1,100 or under $1,200	$1,200 or under $1,300	$1,300 or under $1,400	$1,400 or under $1,500	$1,500 or under $1,600	$1,600 or Over		
541. Huntsville, Ala.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	$360
	T	..	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9	360
542. Wellston, O.	M	..	3	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4	383
	F	16	10	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	27	344
	T	16	13	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	31	349
543. Warren, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	14	10	3	5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	378
	T	14	10	3	5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	33	378
544. Laconia, N. H.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	21	4	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	385
	T	..	21	4	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	28	385
545. Danville, Pa.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	5	13	3	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	377
	T	5	13	3	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23	377
546. Moberly, Mo.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	8	14	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	26	351
	T	8	14	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	26	351
547. Cripple Creek, Colo.	M	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	...
	F	..	..	..	..	..	..	5	4	11	1	13	..	..	..	..	..	..	..	..	..	..	34	736
	T	..	..	..	..	..	..	5	4	11	1	13	..	..	..	..	..	..	..	..	..	..	34	736

DISCUSSION

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In the declaration of principles adopted by this Association at its Boston meeting in 1903 appeared the statement that

> teaching in the public schools will not be a suitably attractive and permanent career, nor will it command as much of the ability of the country as it should, until the teachers are properly compensated and are assured of an undisturbed tenure during efficiency and good behavior. A large part of the teacher's reward must always be the pleasure in the character and quality of the work done; but the money compensation of the teacher should be sufficient to maintain an appropriate standard of living. Legislative measures to give support to these principles deserve the approval of the press and the people.

Along with this extremely moderate statement of the teachers' economic platform, expressing so clearly and simply the just and moderate demands of the teachers—"a compensation sufficient to maintain an appropriate standard of living with an assurance of an undisturbed tenure during efficiency and good behavior"—went the appointment of the committee whose final report comes before you this morning for consideration.

In a consideration of the subject of the salaries, tenure, and pensions of teachers in the public schools, a study of the salary question must take precedence of all others. It matters little to the teacher that she may hold her position as long as she pleases, if the remuneration is below a fair living salary. Nor does the contemplation of a small pension after twenty-five or thirty years of work seem very alluring, if those years of faithful service are to receive only perhaps two-thirds of their fairly earned compensation, even if a pension could be hoped for from public authorities unable or unwilling to increase salaries to a just and equitable standard.

I shall, therefore, not take the time here to discuss that portion of the report relating to pensions, but shall confine myself to the subject of salaries, with a brief summary of the facts in regard to tenure and duration of service.

For the purposes of the report of the committee, the investigation of salaries was taken up in three distinct fields: first, in the cities and towns of 8,000 population or over; second, in the cities and towns of less than 8,000 population; and, third, in the ungraded rural schools. The places of 8,000 population or over, 547 in number in 1900, included one-third of the entire population of the country. The relative importance of the ungraded rural schools and the schools in cities and towns of less than 8,000 population cannot be accurately stated, but it is probable that the population dependent upon the ungraded rural schools is considerably larger than that having access to the schools of the small cities and towns, that is to say, considerably more than one-third of the entire population of the country.

For the cities and towns of 8,000 population or over complete salary statistics were sought for all places. For the towns of less than 8,000 inhabitants no attempt was made to cover more than three typical towns in each state, one requiring a minimum expenditure for cost of living, one a medium expenditure, and one a maximum expenditure. With regard to salaries in ungraded rural schools, the aim was to secure data from twenty-four schools in each state, eight to represent the lowest, eight the medium, and eight the maximum yearly salaries paid to teachers in rural schools.

As the school systems of the cities and towns of 8,000 population or over are so much better centralized and organized, it was much easier to secure the facts desired. So it is that the committee is able to present in its report detailed information in regard to salaries covering 90 per cent. of these places, only 55 out of the entire 547 having failed to reply to the repeated inquiries of the committee. For the smaller towns and the rural schools data could be secured from only about half the states. These states, however, represent all sections of the country. Altho information in regard to the smaller places is of the utmost importance, the subject of salaries in cities and towns of 8,000 population

or over will of course be of greater interest to the members of this Association, as it touches nearly everyone personally.

The 467 cities and towns of 8,000 population or over furnishing reports employed in round numbers 93,000 teachers and supervising officers. Of this number, over 70,000, or 75.6 per cent., were teachers (not including principals) in elementary schools, and all except 1,500 of these were women. In other words, the women teachers in elementary schools—in the grades—constituted 74 per cent. of the entire number of persons employed either as teachers or in supervisory positions in connection with the schools of these 467 cities. High-school teachers (not including principals) make up a little over 8,000, or 8.6 per cent. of the whole number, and principals of elementary schools about 6,200, or 6.7 per cent. Of the principals and teachers in both high and elementary schools (but not including superintendents and teachers of special branches) the men constituted only 8.6 per cent.

For all the women teachers in elementary schools (nearly 69,000) the average annual salary was $650, while that of the 1,500 men was $1,161. For the women principals in elementary schools the average salary was $970, and that for men principals $1,542.

In high schools the average salary for women teachers was $903, and for men $1,303. For women principals the salary was $1,232, while for men principals it was $1,908.

The four cities of New York, Chicago, Philadelphia, and Boston employ about 27 per cent. of all the teachers employed in the 467 cities, and as the salaries paid are comparatively high, as compared with the cities as a whole, their inclusion exerts a very great influence on the above averages. Thus, if the four cities be excluded, the averages for the remaining 463 cities are, for elementary teachers, $556 for women and $653 for men. Of the 1,500 men employed as teachers in elementary schools, 900 were in the four cities named. For elementary principals the average salary was $826 for women and $1,247 for men; for high-school teachers, $817 for women and $1,106 for men; and for high-school principals, $1,131 for women and $1,738 for men. I might say here, as throwing an interesting sidelight on these salaries, that the average duration of service of all teachers in 333 cities for which figures are available was found to be 11½ years. These 333 cities include Boston, but not New York, Chicago, or Philadelphia.

But these averages of all the cities, while perfectly accurate, give but an imperfect idea of the details in which are hidden not only the cities which pay very low average salaries, but also the cities whose averages may look reasonable, but which pay many very low individual salaries.

Thus, to take only the greatest class—the women teachers in elementary schools—while, as we have seen, the average yearly salary for all the cities combined was $650, in 14 cities the average was less than $350; in 64 cities it was $350 or over, but less than $400; in 110 cities (or 23.3 per cent.) it was $400 or over, but less than $450; in 125 cities (or 26.4 per cent.) it was $450 or over, but less than $500; in 61 cities it was $500 or over, but less than $550; in 38 cities it was $550 or over, but less than $600; in 19 cities it was $600 or over, but less than $650; and in only 42 cities, or 8.9 per cent., was the average salary as much as $650. In other words, while the average salary for all cities was $650, in 431 cities, or 91.9 per cent., it was less than $650, and in 8.9 per cent. it was $650 or over.

If, instead of the averages for cities, we consider the salaries paid individual teachers, we find that out of the 69,000 women teachers in elementary schools, 1,877, or 2.7 per cent., received a salary of less than $350; 3,019, or 4.4 per cent., received $350 or over, but less than $400; 5,611, or 8.2 per cent., received $400 or over, but less than $450; 6,613, or 9.6 per cent., received $450 or over, but less than $500; 7,721, or 11.3 per cent., $500 or over, but less than $550; 5,365, or 7.8 per cent., $550 or over, but less than $600; 7,972, or 11.6 per cent., $600 or over, but less than $650; 6,135, or 8.9 per cent., $650 or over, but less than $700; while only 35.5 per cent. received as much as $700, and only 7.0 per cent. as much as $1,000 a year.

An examination of the minimum salaries paid to the women teachers in elementary schools discloses some items of more than common interest. We know the facts for 491 cities and towns in regard to this point. In 64 cities some of the teachers were actually paid salaries of less than $300 a year; in 116 cities, $300 or over, but less than $350; in 125 cities, $350 or over, but less than $400; in 89 cities, $400 or over, but less than $450; in 38 cities, $450 or over, but less than $500; in 26 cities, $500 or over, but less than $550; in 51 cities, $550 or over, but less than $600; and in 18 cities, $600 or over.

In 62.1 per cent. of the cities the minimum salary paid was less than $400, and in only 12.1 per cent. was it as high as $500. The minimum most frequently reported was $400 paid in 53 cities, while $360 was the minimum reported for 47 cities, and $300 for 44 cities.

It would naturally be supposed that these very low salaries would be found in the smaller cities and towns only. On the contrary, of the 39 cities with a population of 100,000 or over, 21 cities reported teachers in elementary schools in receipt of yearly salaries of $400 or less. Incredible tho it may seem, three of these cities—and university cities, too—Rochester, Syracuse, and New Haven, reported teachers receiving only $300 a year—64 teachers in all. In two cities, New Orleans and St. Joseph, the minimum paid was $315; in one city, Fall River, it was $320; in one city, Baltimore, it was $348; in three cities, Detroit, Louisville, and Toledo, it was $350; in one, Memphis, Tenn., it was $360; in two cities, Columbus, Ohio, and Omaha, it was $380; and in eight cities, Pittsburg, Buffalo, Cincinnati, Milwaukee, Indianapolis, Providence, St. Paul, and Scranton, it was $400.

The report of the committee gives also the salaries for each of the cities, for the cities grouped according to size, and for each state; but the limited time does not permit of the quotation of any more of these figures here. The fixed salary schedules under which teachers are paid are also given in detail for some 240 cities.

It is the ungraded country schools that suffer most from the inadequate salaries offered teachers. In comparison with some of these even the minimum salaries paid in city schools seem princely. I shall speak here (except for a few states) only of typical low salaries, altho the report of the committee gives medium and high salaries also. What percentage of the teachers in ungraded rural schools these represent it is not possible to say.

Of the three New England states from which reports were obtained, Maine, Massachusetts, and Connecticut, the lowest salary, $118, was reported for a school year of 18 weeks in a Maine town. In a Connecticut school $180 was reported for 36 weeks of school. The monthly rate of $20, it will be noticed, is considerably lower than the monthly rate in the Maine school just mentioned. That this rate of $20 a month, extraordinarily low tho it seems, is representative of a considerable number of Connecticut schools is shown beyond any doubt by the report of the Connecticut State Board of Education for 1903, where it is stated that "the wages of 79 teachers (8 men and 71 women) were $20 or less per month, and of 199 teachers (12 men and 187 women) were $20 to $25 per month." The lowest salary reported in Massachusetts was $206 for a school year of 32 weeks.

No separate figures for salaries in ungraded country schools could be obtained from Vermont, but some facts for that state in regard to size of schools and duration of service which are representative of other states as well as Vermont, and explain to some extent the very low salaries, are of unusual interest in this place. Of all the schools in the state, city as well as country, 111, or over 4 per cent., had only 6 pupils or less during the last term of the school year 1904; and 885, or 35 per cent., had 6 pupils or more, but not more than 15. Of the total number of teachers only 25 per cent. had been retained more than one year in the same school, 16 per cent. had been retained three terms or one year, 22 per cent. had been retained two terms, while 37 per cent. had been retained one term only

In other words, 37 per cent. of all the teachers in the schools of Vermont had never before taught in their present positions.

In New York the lowest salary reported was $160 for a school year of 32 weeks; in New Jersey it was $225 for 36 weeks; while in Pennsylvania as low as $140 was paid for a year of 28 weeks. Under the new Pennsylvania law now in force, the pay of teachers must not be less than $35 a month, and as the minimum year had been previously fixed at 7 months, the minimum salary becomes $245.

In the great North Central states conditions are no better. In Ohio the average salary for women teachers for an entire county was $138 for a school year of 23 weeks. In Indiana $144 was paid for a year of 16 weeks, and in Illinois $120 for 24 weeks. In Michigan $175 was paid for a year of 28 weeks; in Minnesota, $200 for a year of 20 weeks. Iowa reported $132 for a year of 24 weeks, and Missouri $100 for a year of 20 weeks. In South Dakota $120 was paid for a school year of 16 weeks; in Nebraska, $75 for one of 12 weeks; and in Kansas, $150 for one of 20 weeks.

Of the states to the South, Maryland had in 1903 one entire county, employing 147 teachers, where the average salary was $171 for a school year of 6 months. The new school law of Maryland provides that "no white teacher regularly employed in a public school, having an average attendance of 15 pupils or more, shall receive as salary less than $300 per school year."

In Virginia the average for the state (cities and country) for women teachers was $166, and for men $211, for the year of 24 weeks.

In South Carolina, in one county employing 110 white teachers, the average salary was only $107 for a school year of 16 weeks, while in two counties the average for 185 colored teachers was $39 for a year of 10 weeks. In Georgia a salary of $90 was reported for a year of 24 weeks. In a number of the southern states, it should be stated, it is the custom to supplement the public term of school by an additional term maintained out of voluntary subscriptions of the local patrons.

In Texas the average salary of women teachers in rural schools for the entire state (89 per cent. being ungraded schools) in 1901–2 was $202 for white teachers and $183 for colored. Many salaries, of course, were paid much below these averages.

Of the Pacific coast states, the lowest salary reported in California was $360 for a school year of 36 weeks, while Washington reported $175 for 20 weeks, and Oregon $90 for a school year of 12 weeks.

With such figures as these before us no extended study of other occupations is needed to show that the salaries of teachers are unreasonably low. And this is true whether the basis of comparison be the preparation required and the work performed, the amount necessary for a comfortable living in the social position the teacher must fill, or the amount paid in other occupations.

Certain difficulties stand in the way of an entirely satisfactory comparison of the salaries of teachers and earnings in other occupations. The teacher is actively engaged in the work of teaching for not more than 40 weeks, and receives a salary from which the expenses of the 52 weeks of the year must be paid. She can hardly find remunerative occupation during the vacation, and, even if it were possible, would return to her school duties in the fall unfitted for the best work. Indeed, the teacher is expected, and in some cases required, to spend her vacation in rest, or at least must not engage in any occupation, altho in many cases she is encouraged to give a part of it to self-improvement in a summer school. In most other occupations, with which comparison might be made, the pay is by the day or week, for an uncertain period, and in many cases the year's work will for one reason or another fall short of full 52 weeks.

The workman at common labor who has steady employment earns more in a year than many of the teachers in elementary schools. Thus, a comparison of the weekly wages of municipal laborers on street and sewer work, and the minimum yearly salaries of teachers in elementary schools, in 47 cities, shows that, except in 4 cities, the laborer

who has work for 50 weeks say earns more than the teacher. In many cases the laborer's pay under such conditions is greatly in excess of that of the teacher.

But this comparison is with the commonest untrained labor, while in scarcely any city of importance can a man or woman obtain a position as teacher at even the minimum salary without some previous experience at a lower salary, or some special preparation. In many instances, too, preliminary to this special preparation, a high-school education is required.

For example, candidates for the place of teacher in the elementary schools of Baltimore, before being permitted to take the required competitive examination,

must have completed the course in one of the Baltimore training schools for teachers, or a course in some other training school whose standard of admission and whose requirements are equivalent to those of the Baltimore training schools; or they must have taught acceptably for two years, and must have passed an examination in the following subjects: English, including grammar, composition, and literature; history and civics, arithmetic, algebra, plane geometry, physics or botany or zoölogy, geography, physiology, and hygiene.

For all this the pay at beginning is $300 a year, with three yearly advances of $48 and one of $60, to a schedule maximum of $504, and a special grade beyond for a limited number of teachers of $600. But it must be understood that Baltimore is not unique in this respect. The facts for that city are cited simply as representative.

If we turn to any one of the skilled trades where the period of apprenticeship required is approximately the same as the period of the teacher's preparation (I include high and normal schools, for the average artisan stops short of the high school), we find that even the average salary of the teacher in the elementary schools, reached only after years of experience, is below the pay of the artisan. For example, minimum wage rates of molders in jobbing and machinery foundries in 103 cities in 1904 ranged from $2.47½ to $4 a day according to locality. In the majority of the cities the rates were from $2.75 to $3 a day, which, making a liberal allowance for time lost by lack of work, would indicate yearly earnings of from $700 to $800.

It can hardly be argued that the teacher in the city schools works fewer hours per day than that required in other occupations. In the present-day city school the time required for the numerous reports called for, the planning and preparation of lessons, the reading and correcting of exercises, the attendance upon teachers' meetings, and for other professional calls, will bring the teachers' average working day fully up to 10 hours.

The committee in its report makes no formal or specific summary of findings. Th findings of the committee are in the presentation of this great body of facts in regard t salaries and the related matters. The committee has not considered that its duty went so far as to demand any formulation of conclusions or of recommendations. The conditions are too various for anything adequate short of specific recommendations for each individual city, and that clearly would necessitate study of local conditions quite beyond the power of any committee of this Association.

There are, however, certain general conclusions, of fact I think I may say, to which a study of the report of the committee seems to lead. And these may, perhaps, be added here without presumption.

First, as to salaries in cities. In a majority of the cities the minimum salary—that for regular teachers in their first year—is below a fair living standard, and therefore too low to attract to the profession the best material—the prime essential for a strong teaching force. A most striking confirmation of this statement is in the fact that in 21 out of the 39 cities with a population of 100,000 or over the salary paid teachers in their first year of regular work was from $300 to $400.

The increases in salary with work of merit are, as a rule, too small, too slow, and continued for too short a period. As a result, the maximum is reached long before the teacher has attained the limit of her powers, and many of the best of the teachers, therefore, leave the profession.

Security of tenure should be assured, qualified of course by the requirement of high standards of work. This, if properly applied, is quite as much in the interest of the school as in that of the teacher.

Second, as to salaries in the ungraded rural schools. Here also the salaries in very many cases are much below a fair living standard. Chief among the causes of this are too short a school year and too many small schools. The most serious consequence, and fatal to good work, is the change of teacher with each term of school.

Of the work that has already been done toward strengthening the rural schools and improving the condition of the teachers by the enactment of laws fixing the minimum salary that may be paid and the minimum school year, and by the consolidation of small schools and the transportation of pupils, time does not permit me to speak.

ALBERT G. LANE, district superintendent of schools, Chicago, Ill.—The report of the Committee on Salaries, Tenure, and Pensions will be valuable as a means by which school officers may compare the salaries paid in cities and sections of the country where social and financial conditions are practically the same.

The facts presented regarding the tenure of office for teachers indicate stability in the larger cities, and the details of the report show the length of service, and present satisfactory evidence of increased stability of the teacher's position. The statistics with reference to country schools show clearly the need of legislation regarding salaries and tenure of office to secure a radical change in existing conditions. The information furnished regarding pensions shows that but little progress has been made in the adoption of anything like a uniform or satisfactory system of pensioning teachers.

The examination of Table A shows that in 467 cities and towns furnishing full reports 75.6 per cent. of all teachers and supervising officers were elementary teachers; and out of 70,230 elementary teachers only 1,500 were men.

The table on page 52 shows that only 1 per cent. of the teachers are men in the cities of 10,000 to 200,000 population, 2 per cent. in cities over 200,000 to 1,000,000, and in cities of one million or more 4.3 per cent. of the teachers are men.

In the main, there are so few men teaching in elementary grades, and the differences in salaries of men and women in grade positions is so slight, that the average salary named represents the compensation of women and men. In the sixteen cities having a population of 200,000 to 1,000,000 the average salary of the elementary men and women teachers is $677, the lowest being $479 in New Orleans, and the highest $941 in Boston. An examination of the Boston statement shows the average of women teachers to be $883 per annum—a difference of $58 between the average salary of men and women and the average salary of women. The salaries of men who occupy the positions of submaster are included, and as they hold special positions not represented in other cities, their salaries should be excluded in making up the average salary for Boston. Cincinnati pays an average of $33 per annum more to men than to women. There is so slight a difference in the other cities that it may be safe to assume that the conditions in them, and in Boston and Cincinnati, are similar to those in Chicago, where men and women are all paid on the same schedule of salaries, notwithstanding the report gives the average salary of men as $869 and women $822. These averages are based on the total amount paid to male teachers divided by their number. The average term of service of men is longer than that of women, hence the difference.

The group of 20 cities having a population of 100,000 to 200,000 shows an average yearly salary for the teachers of $603.

The fourth group of 40 cities of 50,000 to 100,000 population shows an average yearly salary of $572.

The average yearly salary in the 467 cities recorded is $650, and, omitting the teachers of New York, Chicago, Philadelphia, and Boston, the average salary is $556.

To recapitulate: Average salary in cities 1,000,000 and over, $906; in cities 200,000

to 1,000,000, $677; in cities 100,000 to 200,000, $603; in cities 50,000 to 100,000, $572; and in the 467 cities, $650.

Salaries in other occupations.—Earnings in two other occupations are given in the report, viz., municipal street laborers and molders. Street laborers employed in cities have reasonably continuous service, and are generally paid the highest wages for unskilled labor.

The molders represent a class of workmen who require training and apprenticeship in their occupation, and their salaries would probably represent the average paid in all cities for labor that is reasonably continuous and classified as skilled labor. Both occupations employ men only.

Laborers obtain an average of about $9.66 per week, or about $500 per year, if employed all the time.

Molders in over 100 cities receive an average of about $3 per day. If they worked every day in the year, either nine or ten hours a day, they would receive $939 a year. They are not constantly employed. Statistics from the Labor Bureau show that the average annual earnings of skilled labor is about $800 per annum.

The average salary of grade teachers, nearly all of whom are unmarried women, in New York, Chicago, Philadelphia, and Boston, is about $900 per annum.

The report presents a table showing the average cost of living in over 11,000 normal families of workingmen. In the North Central states this is $657.30 No statement is made of the average number in the family, but the cost of an individual in the same group of states is given at $155.24 for food, rent, fuel, lighting, clothing, and sundries; hence the average number in the family is four. Their cost of living is $657.30. The average salary of an elementary teacher in 467 cities is $650.

Salaries in rural schools.—The salaries paid to teachers in the rural schools present the hard problems of securing stability in the work of teaching. Massachusetts pays from $7 to $10 per week for 32 to 34 weeks each year. Connecticut pays from $5 to $10 per week, averaging about 38 weeks; New York, from $5 to $15 per week for 32 to 40 weeks a year; New Jersey, from $7 to $12 per week for 36 to 40 weeks; Pennsylvania, $5 to $12 per week; Ohio, from $6 to $10 per week; Illinois, from $5 to $12 per week. These figures are representative of the compensation of teachers in rural schools everywhere. The lowest salaries named are paid to persons who are employed in remote rural districts which continue their schools the minimum time permitted by the law. Frequent changes occur; many competent persons who might become good teachers seek other occupations. Others soon find employment in schools which continue thruout the year and which pay the best salaries. These rural districts demand some reconstruction policy; there is no continuity in the work; schools continue less than half a year; hence the children are deprived of educational training which they ought to receive.

The movement to consolidate school districts, making larger units for taxation and school membership, will secure economy, better salaries, fewer and better teachers, and longer terms of school with far better opportunities for the children in the matter of classification and instruction. The consolidation of school districts includes the transportation of pupils.

The report on tenure of office of teachers in the large cities shows reasonable permanency. The reports show that the average length of service of both men and women in the same positions was nine years. Service for five years or less included 38.3 per cent. of all teachers; 5 to 9 years, 25.1 per cent.; 10 to 14 years, 15.5 per cent.; 15 to 19 years, 8.8 per cent.; 20 to 29 years, 8.6 per cent.; 30 years and upward, 3.7 per cent.

The table on page 161 gives the percentage of teachers in 29 cities of 100,000 population or over who have taught in their present locations a specified number of years, and it also shows average years of service in their present locations, as well as average years of service regardless of where performed. Boston shows 12.7 years of service in the city out of an average of 15.3 years of teaching; Cincinnati, 10.6 years out of 16.8; Jersey City, 12.2 out of 12.7; Louisville, Ky., 13 out of 14; Minneapolis, 7.6 out of 12.3; Denver, 7.5 out of 13.1.

The average years of service in the same location in the cities named was over 10 years for 42 per cent. of all teachers, and two-thirds of all taught 5 years or more in their present locations. It happens that the average total experience is only two years longer than that in present locations. It is well known that many teachers begin their work in rural schools, and as soon as possible obtain positions in city or village schools, where they remain. It is evident that in the large cities the tenure of teachers is quite secure, practically continuous during efficiency, adaptation, and good behavior.

ANDREW S. DRAPER, commissioner of education, of New York, said that he would regret any disposition to combine in order to *force* an advance of teachers' salaries. The people were quite disposed to be just to teachers, more so than they would be if the teachers attempted compulsory tactics. The effort of the Council should be to raise the level of qualifications in the teaching force and the effort of every teacher should be toward self-improvement. Incapacity should be prevented from competing with capacity. At a time when all salaries are advancing it is but just that the National Council of Education should call attention to the fact that the general level of teachers' salaries is lower than it ought to be; but labor-union methods for advancing teachers' salaries are not to be thought of. There must be no leveling down for the sake of helping the weaker teachers. The conditions must be so set that the stronger and more ambitious ones would be encouraged to do their best. There is no serious trouble about adequate salaries for the best teachers, and no artifices would in the long run be of much help to the poorer ones.

Dr. Draper questioned the advisability of state laws fixing a minimum salary for teachers, because they clearly developed some popular disposition to think that the sum named was sufficient compensation for all teachers doing the same general work. It might not be so when such legislation applied to a single city, and particularly to a large city, but its application to an entire state was of very doubtful expediency.

Dr. Draper said that he had no settled opinions about teachers' pensions. He would be glad to have every good teacher get all the salary possible. It would be well if every decent man or woman could earn enough and be provident enough to protect against want in old age. No matter how much some earned, they would never save anything. Such people were always looking for devices, for some help from other people, to save them from the inevitable consequences of their own incapacity or their own improvidence. It is true that there are many deserving teachers who get so little pay that they cannot save anything for the time when they are unable to work. There is the rub. What, if anything, ought to be done about it he did not know. Sometimes when you meet one difficulty, you provoke more and worse difficulties. It is doubtful if wages ought to be taxed in order to make pension funds, unless every teacher who contributes enters into the arrangement voluntarily. Mutual benefit associations, upon a voluntary basis, are always proper enough, altho the inexperienced know little of the difficulties of administering them. Extravagancies and losses seem to encompass nearly all of such undertakings; but when organized and operated upon a sound basis, such organizations are to be commended. But the levying of taxes for pensions for persons in the public service is a different matter. There is a very general, and probably growing, repugnance to pensions in this country, except for specially necessary and specially hazardous service, such as in the army or navy, or in the police or fire departments. If this sentiment could extend to the inclusion of the teachers, and possibly it may, it might be well. In that event there would likely be some indirect consequences not widely anticipated. There would be more care about certifying teachers, the average of attainments would be higher, the tenure of position would doubtless be more certain, and the service longer in one place and therefore better. He frankly reiterated that he had no settled or very decided opinions about the teachers' pension question.

But all that concerns teachers' compensation should be treated with moderation and dignity, without resort to clap-trap, and with confidence in the sense of justice, and the interested and generous disposition, of the people.

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